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ABSTRACT

This publication, a pilot study intended to serve as a benchmark for a future series, should prove useful to those who are working toward the improvement of State department of education personnel salaries, as well as to those interested in the development of some uniformity in position title and function for future surveys. A questionnaire sent to all State departments of education was divided into eight major sections: (1) professional and administrative employees for executive administration; (2-7) professional, administrative, and technical employees for administration and special services; for finance, business, and plant; for instructional administration-services and instructional services; for employee personnel services; and for pupil personnel programs and services; and (8) clerical employees. Tables give State-by-State listings; and summary tables contain salary distributions, means, medians, quartiles, and ranges of salaries paid for the major functions within each major area of activity.
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Public-School Salaries Series

RESEARCH REPORT 1970-R7

Staff Salaries, State Departments of Education, 1969-70

*Professional, Administrative,
Technical, and Clerical Positions*

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Research Report 1970-R 7: STAFF SALARIES, STATE DEPARTMENTS OF EDUCATION

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FOREWORD

THIS STUDY OF SALARIES paid professional, administrative, technical, and clerical employees of the state departments of education is a pilot study, for until now no comparable information has been available. For those interested in such a series of data, this Report should provide a benchmark.

Because it was almost impossible to develop a questionnaire that would exactly encompass the organizational structures of all 50 state departments of education, a functional approach was used to obtain the greatest comparability of data. Even so, it sometimes was necessary for the NEA Research Division staff to make arbitrary decisions about the incorporation of information into the Report. Readers should keep these limitations in mind.

It is hoped that this Report will also be useful in improving the salaries of state department of education personnel and in developing some uniformity in position title and function for future surveys.

The NEA Research Division wishes to express to the Council of Chief State School Officers its appreciation for advice, counsel, and cooperation in developing the questionnaire and during preparation of the Report.

The study was made under the direction of Gertrude N. Stieber, Senior Professional Associate, with the assistance of Audrey Hartung and Ellen Gould, Staff Assistants.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

FOR THE FISCAL YEAR, roughly covering the school year 1969-70, there were approximately 32,900 persons employed by the departments of education in the 50 states, the District of Columbia, the Canal Zone, and Puerto Rico. Of these, approximately 15,430, or 46.9 percent, were in professional, administrative, or technical positions; 14,145, or 43.0 percent, were in clerical positions; and the remaining 3,325, or 10.1 percent, were in positions otherwise classified.

The total payroll for all state departments of education for 1969-70 was approximately \$270,993,227, of which \$112,191,196, or 41.1 percent, came from federal funds. Grants from federal sources ranged from a low of 15.0 percent reported by one state department to as much as 80.0 percent of the total payroll of another state department. Five departments reported that 70 percent or more of their payroll was derived from federal sources, and 14 reported that at least 60 percent came from federal funds.

The mean salary for all professional and administrative employees included in the study was \$12,162 in 1969-70. The mean for chief state school officers was \$24,625, ranging from a low of \$13,750 to a high of \$45,000.

The estimates above were made in connection with a survey made by the NEA Research Division in cooperation with the Council of Chief State School Officers to obtain comprehensive data on the salaries of professional, administrative, technical, and clerical employees of state departments of education. The questionnaire was designed to incorporate most of the major functions found in the various organizational structures of the state departments of education. It was based on functions, not position titles, because of the widespread variation in the use of titles from state to state.

The U.S. Office of Education Handbook IV was used to establish definitions of functions, and the employees classified as professional or administrative were defined in the study to include those staff members assigned to perform activities regarded as professional in the field of education by the laws and regulations governing certification in the state or by other professional educational requirements recognized by the state; and those staff members whose assignments relate more closely to a particular field of professional or technical specialization than education.

Salary information was requested for five major groups of clerical employees: secretaries and stenographers, typists and clerk-typists, accounting and payroll clerks, other clerks or clerical assistants, data-processing machine operators, and others engaged in data processing. No further detail in classification was possible because of the widespread variation in definitions among clerical positions.

Scope of Study

Usable information was received from 44 states, the Canal Zone, and Puerto Rico. Salary information for chief state school officers was obtained for nonrespondent state departments from another source.

This study includes salary information for 10,988, or 71.2 percent, of the estimated 15,430 professional, administrative, or technical employees employed in 1969-70 by all state departments of education. Salary information for 10,244, or 72.4 percent, of the total estimated 14,145 clerical employees was also received. The summary data shown in Tables A through I are based on information received from reporting states. While no attempt was made to project these summaries on a national scale, the response was sufficiently adequate and representative to justify the use of these data as national estimates. As indicated above, however, national projections were made for the total number of employees and the total payroll for all state departments.

State-by-state listings of reported salary information appear in Tables 1 through 6 for six of the seven major position groupings used in the questionnaire. No state listing was made for clerical positions which are summarized in Table I.

Occasionally arbitrary decisions were necessary in order to fit reported information into the general pattern of the study.

Summary Tables

The questionnaire which was sent to all state departments was divided into eight major sections. A summary table was made for each section. These summary Tables B through I contain salary distributions, means, medians, quartiles, and ranges of salaries paid for the major functions within each major area of activity. Table A summarizes means, medians, and the range of

salaries paid employees in each of the eight major areas of activity throughout the various state departments of education.

Section I of the questionnaire concerned professional and administrative employees for executive administration. For this group a total of 688 executive officers were reported: 52 chief state school officers,^{1/} 48 deputy chief state school officers, 205 associate or assistant chiefs, 66 administrative assistants, and 297 directors of major divisions. The total payroll for this group was \$12,988,805, with a mean salary of \$19,444. The mean salary for the chief state school officers was \$24,625, with a range of \$13,750 for the lowest salary to a high of \$45,000. These data are shown in Table B.

Of the 297 directors of major divisions reported, 34 were in charge of vocational technical, or adult education programs; 28 were in charge of pupil personnel programs and services; and 26 headed divisions for curriculum and instructional services. The mean salary for the 297 directors was \$17,250, ranging from a low of \$9,152 to a high of \$27,605.

Part II of the questionnaire concerned salaries paid professional employees for administration and special services. Table C summarizes data for the 12 major functions incorporated into this section. A total of 1,165 employees are included in this group which had a mean salary of \$12,783, ranging from \$5,040 to \$25,311. Of the 1,165 employees, 238, or 20.4 percent, were engaged in the administration of federal aids and/or grants, with a mean salary of \$12,969.

A total of 217, or 18.6 percent of the 1,165 employees in this group, were engaged in research and/or statistics with a mean salary of \$12,569.

Salaries for professional and administrative employees for finance, business, and plant were grouped in Part III of the questionnaire, and the summary data are shown in Table D. A total of 976 employees were reported for this group which was divided into seven functional divisions with a mean salary of \$11,224. This is the lowest mean salary for any of the seven major groups of professional, administrative, and technical employees included in the survey. A total of 210, or 21.5 percent, of the 976 employees, were employed in data processing with a mean salary of \$10,738. A mean salary of \$13,373 was found for the 129 employees involved in school plant planning and construction.

By far the largest group of employees was found to be in the area of instructional administration and services which was shown in Part IV of the questionnaire and summarized in Table E.

^{1/} Salaries for chief state school officers of nonrespondent state departments of education were obtained from the Council of Chief State School Officers.

A total of 6,035, or almost 55 percent, of the total nonclerical personnel reported, were employed in the 19 major functions included under the heading of instructional administration and services. The mean salary for this group was \$11,260. Of this group, 3,209, or 53.2 percent, were working in the area of vocational rehabilitation and/or veterans' training, most of which is federally funded. The mean salary for the latter group was \$10,382.

Library services accounted for 732 of the 6,035 positions, and the next largest group, 243, were in the area of elementary and/or secondary education.

Only 508 employees were reported in positions involving instructional services for subject-matter areas. These were included in Part V of the questionnaire, and the data are summarized in Table F. For the 508 positions a mean salary of \$13,332 was obtained with a range of salaries from \$8,040 to \$21,760. Of the nine functions included in this group, the largest number, 81, was reported in the area of physical and health education, with 64 in science and 63 in social studies.

A total of 243 professional or administrative employees were reported for staff personnel services. Salary data for this group were requested in Part VI of the questionnaire and are summarized in Table G under four functional groups. The mean salary for this group was \$12,486. Of the 243 positions, 120, or 49.4 percent, were in the area of teacher certification and professional standards.

A total of 1,403 positions were reported for pupil personnel programs and services in Section VII of the survey and summarized in Table H in 13 functional classifications. The mean salary for this group was \$12,231, ranging from \$5,000 to \$28,356. Of the 1,403 employees, 312, or 22.2 percent, were involved with programs for handicapped children; 224, or 16.0 percent, were working with school lunch programs, 189, or 13.5 percent, were engaged in programs for guidance and testing, and 107, or 7.6 percent, were working on programs for exceptional children.

Section VIII of the questionnaire requested salary data for six major groupings of clerical employees. This information is summarized in Table I. The mean salary for all clerical employees reported was \$5,270. That for accounting and payroll clerks was \$6,080, and for secretaries and stenographers, the mean was \$5,295. The mean salary paid to data-processing employees (other than machine operators) was \$6,486. Information on a state-by-state basis was not tabulated for clerical employees.

Tables 1 through 6 give state-by-state listings from which summary Tables A through K were derived. Table E is a summary of Table 4, Parts A and B.

TABLE A.--SUMMARY OF SALARIES PAID EMPLOYEES OF STATE DEPARTMENTS OF EDUCATION, 1969-70,
BY MAJOR FUNCTION

Function	Number of officers reported	Salaries paid						Range	
		Mean	First quartile	Median	Third quartile	Low	High		
1	2	3	4	5	6	7	8		
Professional, administrative, and technical:									
Chief state school officer	52	\$24,625	\$19,625	\$23,702	\$30,000	\$13,750	\$45,000		
Deputy chief state school officer .	48	23,099	18,522	22,450	27,436	14,400	37,275		
Associate and/or assistant chiefs .	205	21,019	17,030	20,616	24,478	12,600	34,650		
Administrative assistants	66	17,588	15,235	19,600	20,396	8,976	22,895		
Directors of major divisions	297	17,250	14,566	16,537	19,101	9,152	27,605		
Administration and special services	1,165	12,783	10,593	12,500	14,773	5,040	25,311		
Finance, business, and plant	976	11,224	9,216	10,841	12,886	3,960	23,057		
Instructional administration and services	6,035	11,260	9,145	10,800	13,248	4,800	28,935		
Instructional services (subject matter)	508	13,332	11,580	13,270	15,000	8,040	21,760		
Staff personnel services (depart- ment staff)	243	12,486	9,600	12,300	14,863	5,040	23,057		
Pupil personnel, programs, and services	1,403	12,231	10,150	11,909	14,028	5,000	28,356		
Total	10,998	\$12,162	a/	a/	a/	\$3,960	\$45,000		
Clerical positions:									
Secretaries and stenographers	4,924	\$ 5,295	\$ 4,588	\$ 5,177	\$ 5,832	b/	b/		
Typists and clerk-typists	1,731	4,831	4,194	4,730	5,372	b/	b/		
Accounting and payroll clerks	903	6,080	4,891	5,818	6,831	b/	b/		
Other clerks or clerical assistants	2,170	5,059	4,125	4,803	5,925	b/	b/		
Data processing									
Machine operators	373	5,729	4,741	5,340	6,576	b/	b/		
Other data processing	143	6,486	5,048	6,509	7,342	b/	b/		
Total	10,244	\$5,270	\$4,419	\$5,090	\$5,962	b/	b/		

a/ Not computed

b/ Not available; grouped data requested.

TABLE B.--DISTRIBUTION OF SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70

Distribution	Chief state school officer	Deputy chief	Associate and/or assistant chiefs	Administrative assistants	Directors of major divi- sions ^{a/}
1	2	3	4	5	6
Number of officers reported ...	52	48	205	66	297
Salaries paid:					
Mean	\$24,625	\$23,099	\$21,019	\$17,688	\$17,250
First quartile	19,625	18,522	17,030	15,235	14,566
Median	23,702	22,450	20,616	19,600	16,537
Third quartile	30,000	27,436	24,478	20,396	19,101
Range: Low	13,750	14,400	12,600	8,976	9,152
High	45,000	37,275	34,650	22,895	27,605
Distribution:					
Below \$12,000 .....	...	...	...	7.6%	1.4%
\$12,000-\$12,999 .....	...	...	1.5%	12.2	3.7
13,000- 13,999	1.9%	...	2.4	...	15.8
14,000- 14,999 .....	...	4.2%	5.4	1.5	7.1
15,000- 15,999	5.8	4.2	5.9	9.1	15.2
16,000- 16,999	3.9	6.2	8.3	4.5	10.4
17,000- 17,999	1.9	8.3	5.9	7.6	11.5
18,000- 18,999	5.8	6.2	6.8	4.5	8.4
19,000- 19,999	5.8	8.3	7.8	9.1	5.1
20,000- 20,999	7.7	6.2	6.3	34.9	2.0
21,000- 21,999	1.9	4.2	4.4	4.5	5.4
22,000- 22,999	9.6	8.3	5.9	4.5	6.7
23,000- 23,999	7.7	...	7.8	...	1.7
24,000- 24,999	1.9	4.2	10.2	...	2.0
25,000- 25,999	1.9	4.2	3.4	...	2.7
26,000- 26,999	7.7	8.3	11.7	...	0.3
27,000- 27,999	5.8	14.7	1.9	...	0.3
28,000- 28,999	1.9	...	1.0	...	...
29,000- 29,999	1.9	4.2	...	...	...
30,000- 30,999	17.3	...	...	...	...
31,000- 31,999 .....	...	...	2.9	...	...
32,000- 32,999	1.9	...	...	...	...
33,000- 33,999 .....	...	...	...	...	...
34,000- 34,999	1.9	8.3	0.5	...	...
35,000 or more	5.8	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%
^{a/} Administration (including legislative and legal services)				22	
Financial administration				17	
Research and statistics, and data processing				13	
Program planning and development				8	
Federal and/or state programs				11	
Publications and public relations				7	
Elementary and/or secondary education				16	
Special education				17	
Vocational, technical, or adult education				34	
Higher education				6	
Teacher education and certification				17	
Curriculum and instructional services				26	
Building and school plant planning				11	
Vocational rehabilitation				15	
Pupil personnel services (including school lunch, library services, financial aid, health, and transportation)				28	
Other				49	
Total				297	

TABLE C.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70a/

Distribution	School and program accreditation	Inter-mediate units/b	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Function							Total (columns 2-14)
							Civil and human rights	Planning and evaluation	Research and statistics	Public relations	Public relations	Inter-mediate programs	Otherb/	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Number of staff members reported.	142	58	18	15	238	43	43	157	217	64	37	58	75	1,165
Salaries paid:														
Mean	\$12,640	\$15,278	\$11,962	\$11,282	\$12,969	\$11,775	\$11,528	\$11,580	\$12,569	\$10,622	\$12,204	\$11,688	\$12,250	\$12,783
First quartile	10,854	14,031	11,756	11,400	11,280	9,000	11,280	11,400	9,923	8,325	10,110	9,588	9,145	10,593
Median	11,976	14,773	14,104	11,400	12,808	11,400	12,839	11,248	12,585	9,904	11,501	11,216	12,157	12,500
Third quartile	13,740	16,947	16,422	14,412	14,304	14,628	15,300	15,602	15,000	12,525	14,116	12,560	14,525	14,773
Range: Low	6,840	7,800	7,800	8,136	6,672	6,000	8,005	6,187	5,040	6,204	6,072	6,720	7,000	5,040
High	23,057	21,117	19,914	23,057	23,057	20,388	23,057	24,516	24,024	20,714	25,311	20,951	21,000	25,311
Below \$7,000	0.7%	...	...	...	0.4%	2.3%	...	0.6%	3.2%	3.1%	2.7%	1.7%	...	1.3%
\$ 7,000-\$ 7,999	0.7	1.7%	5.6%	...	3.4	14.0	...	1.9	7.8	15.6	5.4	5.2	5.3%	4.8
8,000- 8,999	1.5	3.5	11.1	13.3%	1.7	4.7	2.3%	5.1	7.4	18.7	5.4	12.1	13.3	6.3
9,000- 9,999	2.8	5.2	...	...	3.8	16.3	2.3	4.5	7.4	14.1	10.8	10.3	9.4	6.3
10,000- 10,999	20.4	...	...	...	11.4	7.0	16.3	9.5	8.3	12.5	10.8	18.9	10.7	11.1
11,000- 11,999	22.6	...	5.6	46.7	17.2	11.6	11.9	8.3	7.4	4.7	21.7	8.6	8.0	12.3
12,000- 12,999	16.9	12.1	16.6	13.3	18.9	4.7	16.3	11.4	12.4	10.9	10.8	24.1	12.0	14.8
13,000- 13,999	9.9	1.7	11.1	0.0	13.0	11.6	11.6	14.6	10.6	9.4	5.4	3.5	8.0	10.3
14,000- 14,999	5.7	29.3	5.6	6.7	10.5	9.3	9.3	8.3	9.7	4.7	10.8	3.5	10.7	9.5
15,000- 15,999	4.9	8.6	16.6	...	6.7	9.3	11.6	15.3	8.3	...	5.4	1.7	13.3	8.1
16,000- 16,999	4.9	13.8	11.1	...	5.9	2.3	4.7	6.4	9.7	1.6	5.4	1.7	4.0	6.2
17,000- 17,999	2.1	6.9	5.6	...	2.1	...	2.3	3.8	4.2	...	2.7	3.5	2.7	2.9
18,000- 18,999	2.1	1.7	...	6.7	2.9	2.3	...	4.5	0.9	3.1	...	...	...	2.1
19,000- 19,999	0.7	5.2	11.1	...	0.8	2.3	4.7	1.3	0.9	...	...	3.5	1.3	1.5
20,000 or more	2.1	10.3	...	13.3	1.3	2.3	4.7	2.5	1.8	1.6	2.7	1.7	1.3	2.5
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on data furnished by 41 states, the Canal Zone, and Puerto Rico.
b/ Counties, regions, etc.
c/ Including nonpublic-school relations and citizen involvement.
d/ Includes legal counseling, and other functions not identified by respondents.

TABLE D.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70a/

Distribution	Departmental accounting and/or general services	Accounting and auditing--financial aids		Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and commodities	Data systems	Otherb/	Total (columns 2-12)
		State	Federal	Departmental	School districts							
1	2	3	4	5	6	7	8	9	10	11	12	13
Number of professional staff members reported	221	129	73	61	43	27	18	129	48	210	17	976
Salaries paid:												
Mean	\$11,185	\$10,503	\$10,821	\$10,883	\$11,405	\$ 8,378	\$12,288	\$13,373	\$10,681	\$10,738	\$14,343	\$11,224
First quartile	9,216	8,916	9,042	9,450	10,320	6,716	10,842	11,787	8,976	8,584	10,692	9,216
Median	10,841	10,260	10,820	10,872	11,700	8,268	11,526	12,924	10,072	10,332	14,491	10,841
Third quartile	12,528	11,400	12,671	12,700	13,000	10,512	13,545	14,861	12,325	12,560	17,827	12,886
Range: Low	5,798	6,000	4,500	6,397	4,800	3,960	10,138	7,080	6,300	6,000	6,050	3,960
High	19,449	21,525	20,868	17,524	21,960	13,248	16,898	23,057	16,104	18,541	23,057	23,057
Below \$7,000	5.5%	3.1%	8.2%	3.3%	14.0%	37.1%	...	...	4.2%	4.3%	5.9%	5.1%
\$ 7,000-\$ 7,999	8.6	15.5	8.2	4.9	2.3	7.4	...	0.8%	4.2	10.0	...	7.7
8,000- 8,999	7.2	6.5	6.8	13.1	2.3	18.5	...	5.4	22.9	15.2	5.9	9.9
9,000- 9,999	13.6	17.1	17.8	14.8	...	11.1	...	3.1	18.7	13.4	5.9	12.2
10,000- 10,999	26.7	27.9	11.0	19.7	20.9	7.4	27.7%	7.8	10.4	13.8	11.8	18.1
11,000- 11,999	9.9	6.2	11.0	14.8	14.0	3.7	33.3	11.6	2.1	13.4	11.8	10.9
12,000- 12,999	7.2	3.9	19.2	11.5	20.9	11.1	11.1	22.5	27.0	9.5	...	12.1
13,000- 13,999	5.9	7.0	6.8	9.8	9.3	3.7	5.6	9.3	2.1	9.5	5.9	7.5
14,000- 14,999	3.2	6.2	6.8	4.9	9.7	...	11.1	17.8	2.1	5.7	5.9	6.8
15,000- 15,999	3.6	2.3	1.4	...	...	...	5.6	7.0	4.2	1.4	5.9	2.9
16,000- 16,999	4.1	0.8	1.4	1.6	2.3	...	5.6	6.2	2.1	1.9	17.6	3.1
17,000- 17,999	3.2	...	...	1.6	2.3	...	...	3.9	...	1.4	...	1.7
18,000 or more	2.3	1.5	1.4	...	2.3	...	...	4.6	...	0.5	23.5	2.0
Total	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on information received from 42 states, the Canal Zone, and Puerto Rico.
b/ Function not stated by respondents.

TABLE E.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
BY MAJOR FUNCTION, STATE DEPART-

Distribution	Early childhood education	Elementary and secondary education	Special schools ^{b/}	Higher education ^{c/}	Instructive materials and audio- visual edu- cation	Television teaching and ser- vices	Library services	Textbook services	Adult education
1	2	3	4	5	6	7	8	9	10
Number of officers reported	50	243	101	82	84	138	732	26	195
Salaries paid:									
Mean	\$13,273	\$14,101	\$10,781	\$14,722	\$11,675	\$10,970	\$10,784	\$11,590	\$13,320
First quartile .	11,202	12,110	7,932	12,075	9,591	8,136	9,145	9,478	10,478
Median	13,459	13,728	9,624	14,716	11,736	10,440	10,482	11,785	13,260
Third quartile .	14,849	15,387	13,409	17,051	13,794	13,270	12,131	13,390	15,600
Range: Low	8,640	9,750	6,720	6,246	5,268	4,800	5,000	8,185	7,080
High ...	19,490	23,057	22,450	24,996	19,272	19,490	18,897	15,000	22,630
Below \$7,000 .....	...	...	2.0%	1.2%	4.8%	6.5%	0.4%	...	...
\$ 7,000-\$ 7,999 ..	...	...	24.7	...	8.3	15.9	6.4	...	0.5%
8,000- 8,999 ..	4.0%	...	14.8	3.7	7.1	15.2	14.7	19.2%	1.5
9,000- 9,999 ..	4.0	1.2%	8.9	1.2	8.3	6.5	21.9	7.7	7.7
10,000- 10,999 ..	16.0	6.2	6.9	6.1	13.1	10.2	15.7	15.4	22.0
11,000- 11,999 ..	6.0	8.6	7.9	8.5	11.9	8.0	14.6	11.5	6.7
12,000- 12,999 ..	16.0	24.3	6.9	15.9	16.7	8.7	10.0	11.5	10.3
13,000- 13,999 ..	8.0	15.2	13.9	8.5	8.3	8.7	2.5	23.1	11.8
14,000- 14,999 ..	20.0	14.0	4.0	11.0	7.1	3.6	5.1	7.7	8.7
15,000- 15,999 ..	10.0	9.1	4.0	7.3	8.3	10.2	6.4	3.9	13.8
16,000- 16,999 ..	2.0	9.1	1.0	9.8	3.7	0.7	1.5	...	5.6
17,000- 17,999 ..	4.0	4.5	1.0	8.5	...	3.6	0.7	...	4.6
18,000- 18,999 ..	2.0	3.3	1.0	6.1	1.2	1.5	0.1	...	2.1
19,000- 19,999 ..	2.0	1.6	1.0	6.1	1.2	0.7	...	...	2.6
20,000 or more ..	...	2.9	2.0	6.1	...	...	...	...	2.1
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} Based on information received from 41 states, the Canal Zone, and Puerto Rico.

^{b/} Includes Indian schools, schools for blind and deaf, etc.

^{c/} Includes 2-year and 4-year institutions.

AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
MENTS OF EDUCATION, 1969-70²¹

Manpower training and develop- ment- training	Vocational rehabili- tation and veterans training	Civil defense	Vocational and technical education						Other	Total-- (columns 2-20)
			General	Agricul- tural	Business	Distributive	Home economics	Trade and industry		
11	12	13	14	15	16	17	18	19	20	21
154	3,209	56	201	132	81	65	147	157	180	6,033
\$12,764	\$10,382	\$12,272	\$13,059	\$12,628	\$12,656	\$13,361	\$12,461	\$12,733	\$12,642	\$11,260
10,710	8,621	10,733	9,888	10,913	10,836	11,910	11,160	10,980	10,872	9,145
12,556	9,888	11,802	15,800	12,408	12,734	13,380	12,576	12,408	12,357	10,800
14,475	11,935	13,643	15,800	13,872	14,553	14,845	13,728	14,424	14,700	12,248
7,440	5,250	6,900	7,380	8,256	7,840	7,840	8,040	6,996	7,705	4,800
23,057	28,935	20,910	17,532	19,884	18,970	19,540	19,486	20,352	20,734	28,935
...	6.5%	1.8%	...	...	...	...	...	0.6%	...	3.8%
1.3%	8.1	...	4.5%	...	1.2%	1.5%	...	0.6	1.7%	6.3
3.3	16.1	3.6	6.0	3.0%	4.9	1.5	4.1%	7.7	6.7	12.2
7.1	21.0	8.9	22.9	7.6	8.6	3.1	9.5	3.8	6.7	16.5
16.9	16.0	19.6	8.0	15.9	12.4	13.9	10.2	13.4	17.8	14.9
12.3	7.6	17.8	1.5	15.9	13.6	4.6	18.4	13.4	12.2	9.3
14.9	8.0	14.3	2.0	18.2	12.4	16.9	18.4	17.8	15.0	10.4
16.9	9.4	14.3	1.0	15.1	21.0	24.6	20.4	12.8	12.2	9.8
11.0	3.1	8.9	1.5	10.6	8.6	13.9	4.7	10.2	5.6	5.2
6.5	1.8	3.6	49.6	6.1	6.2	4.6	7.5	8.3	12.2	6.1
4.6	1.3	1.8	2.5	5.3	7.4	10.8	4.7	7.0	2.8	2.6
0.7	0.3	3.6	0.5	...	2.5	...	...	1.3	4.4	1.1
1.9	0.3	...	...	0.8	1.2	1.5	0.7	1.9	0.5	0.7
0.7	0.1	...	...	1.5	...	3.1	1.4	0.6	1.7	0.5
1.9	0.4	1.8	...	...	...	...	...	0.6	0.5	0.6
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

TABLE F.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES,
BY SUBJECT AREA, STATE DEPARTMENTS OF EDUCATION, 1969-70^{a/}

Distribution	Subject area										Total-- (columns 2-11)
	Art edu- cation	Mathematics	Science	Social studies	Foreign languages	Physical and health education	Music education	Industrial arts	English and/or reading	Other ^{b/}	
1	2	3	4	5	6	7	8	9	10	11	12
Number of officers reported	41	51	64	63	43	81	42	52	42	29	508
Salaries paid:											
Mean	\$12,943	\$13,591	\$13,472	\$13,042	\$14,021	\$13,770	\$13,151	\$13,447	\$13,681	\$11,051	\$11,332
First quartile	11,670	11,760	11,481	11,400	11,281	11,412	11,782	11,060	11,560	10,058	11,580
Median	12,486	13,692	13,382	12,240	13,301	13,644	13,074	13,414	13,398	13,248	13,270
Third quartile	14,845	15,000	15,139	14,657	15,000	15,554	15,000	15,370	15,467	14,632	15,000
Range: Low	8,000	9,852	8,040	8,040	8,978	8,400	8,040	8,040	10,000	10,058	8,040
High	19,490	19,490	19,490	19,490	19,808	21,760	19,808	19,486	19,490	18,810	21,760
\$ 8,000-\$ 8,999	4.9%	...	3.1%	1.6%	2.4%	2.5%	2.4%	5.8%	...	...	2.3%
9,000- 9,999	2.4	2.0%	3.1	1.6	...	1.2	2.4	5.8	...	...	2.0
10,000- 10,999	9.8	7.8	6.3	6.4	18.6	13.6	7.1	11.5	14.3%	27.6%	11.4
11,000- 11,999	26.8	19.6	21.8	28.5	16.3	17.3	19.1	7.7	14.3	6.9	18.5
12,000- 12,999	12.2	13.7	10.9	25.4	4.6	12.3	19.1	7.7	14.3	10.4	13.4
13,000- 13,999	12.2	15.6	15.6	7.9	16.3	11.1	14.2	19.2	14.3	10.4	13.6
14,000- 14,999	12.2	11.8	12.5	7.9	16.3	8.7	9.5	11.5	14.3	24.1	12.0
15,000- 15,999	9.8	13.7	14.1	9.5	11.6	12.3	9.5	15.4	16.7	...	11.8
16,000- 16,999	7.3	11.8	9.4	6.4	4.6	9.9	11.9	9.6	4.7	17.2	9.1
17,000- 17,999 .....	...	...	...	...	...	3.7	...	...	4.7	...	1.0
18,000- 18,999 .....	...	2.0	1.6	3.2	4.6	2.5	2.4	3.9	...	3.4	2.3
19,000 or more	2.4	2.0	1.6	1.6	4.6	4.9	2.4	1.9	2.4	...	2.6
Total	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} Based on information received from 41 states, the Canal Zone, and Puerto Rico.

^{b/} Includes language arts, speech, environmental education, and positions not identifiable by function.

TABLE G.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND
TECHNICAL EMPLOYEES FOR STAFF PERSONNEL SERVICES,
STATE DEPARTMENTS OF EDUCATION, 1969-70^{a/}

Distribution	Teacher cer- tification and profes- sional standards	Teacher education ^{b/}	General services	Other ^{c/}	Total-- (columns 2-6)
1	2	3	4	5	6
Number of officers reported	120	64	34	25	243
Salaries paid:					
Mean	\$12,110	\$13,941	\$10,399	\$13,409	\$12,486
First quartile	9,688	11,370	8,463	10,016	9,600
Median	11,768	14,775	9,822	13,248	12,300
Third quartile	14,110	16,997	11,951	16,380	14,863
Range: Low	5,700	5,040	6,900	5,529	5,040
High	23,057	23,057	17,315	23,057	23,057
Below \$7,000	0.8%	4.6%	2.9%	8.0%	2.9%
\$ 7,000-\$ 7,999	5.8	6.3	14.7	4.0	7.0
8,000- 8,999	14.1	3.1	11.8	4.0	9.9
9,000- 9,999	10.0	7.8	23.6	8.0	11.1
10,000- 10,999	9.2	1.5	17.7	12.0	8.7
11,000- 11,999	11.7	6.3	5.9	...	8.2
12,000- 12,999	9.2	6.3	2.9	12.0	7.8
13,000- 13,999	11.7	7.8	5.9	8.0	9.5
14,000- 14,999	12.5	14.0	8.8	4.0	11.5
15,000- 15,999	4.2	10.9	2.9	12.0	6.6
16,000- 16,999	3.2	6.3	...	12.0	4.5
17,000- 17,999	1.7	12.5	2.9	4.0	4.9
18,000- 18,999	1.7	6.3	...	4.0	2.9
19,000- 19,999	1.7	...	...	...	0.8
20,000 or more	2.5	6.3	...	8.0	3.7
Total	100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} Information received from 42 states, the Canal Zone, and Puerto Rico.

^{b/} Includes recruitment and/or placement.

^{c/} Includes both preservice and inservice education.

TABLE H.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR PUPIL PERSONNEL PROGRAMS AND SERVICES, STATE DEPARTMENTS OF EDUCATION, 1969-70^{a/}

Distribution	Guidance and testing	School health ^{b/}	School lunch	School safety	Pupil transportation	Driver education and training	8	9	10	11	12	13	14	15	16
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Number of officers reported	189	61	224	16	211	66	107	312	139	28	17	15	14	4	1,403
Salaries paid:															
Mean	\$12,971	\$13,383	\$11,187	\$10,573	\$10,775	\$12,316	\$16,112	\$11,629	\$12,967	\$12,534	\$14,813	\$11,752	\$10,989	ε/ \$12,221	
First quartile ..	11,236	11,306	9,600	7,276	9,249	10,740	12,612	8,940	11,232	10,458	12,174	8,603	8,522	ε/ 10,150	
Median	12,959	12,055	11,190	10,471	10,150	12,075	18,965	11,559	12,486	12,456	13,728	12,444	10,924	ε/ 11,909	
Third quartile ..	14,540	15,324	12,816	13,270	13,104	13,786	18,965	14,043	14,237	15,344	17,488	14,658	12,537	ε/ 14,028	
Range: Low	6,300	7,920	5,100	5,064	7,249	8,640	8,500	5,000	8,916	5,940	9,620	5,760	5,844	\$ 9,454	5,000
High	23,309	27,044	18,970	18,970	23,057	19,272	18,965	28,356	22,759	18,628	20,325	16,245	15,603	12,223	28,356
Below \$8,000	1.1%	1.6%	8.9%	31.3%	19.0%	...	...	13.8%	...	7.1%	...	13.3%	14.3%	...	8.3%
\$ 8,000-\$ 8,999 ...	4.8	6.6	11.2	12.5	1.9	1.5%	0.9%	12.5	0.7%	7.1	...	20.0	14.3	...	6.6
9,000- 9,999 ...	2.7	...	7.2	...	28.4	9.1	2.8	7.7	7.9	7.1	5.9%	...	...	50.0%	9.3
10,000- 10,999 ...	13.2	13.1	18.7	12.5	11.4	24.3	11.2	10.6	14.3	10.8	11.8	13.3	28.6	...	13.8
11,000- 11,999 ...	16.9	13.1	15.6	...	6.2	12.1	6.6	12.2	19.4	7.1	...	...	21.4	...	12.3
12,000- 12,999 ...	12.7	26.2	16.1	12.5	3.3	21.2	4.7	9.6	13.0	21.5	11.8	6.7	...	50.0	11.6
13,000- 13,999 ...	16.4	3.3	13.4	18.8	19.9	12.1	8.4	8.6	17.3	3.6	23.5	13.3	...	...	13.1
14,000- 14,999 ...	11.1	9.9	3.6	6.2	3.3	6.1	4.7	8.6	7.9	7.1	...	13.3	14.3	...	6.8
15,000- 15,999 ...	9.5	11.5	1.8	...	1.4	7.6	1.9	7.1	3.6	17.9	11.8	6.7	7.1	...	5.3
16,000- 16,999 ...	6.9	3.3	2.2	...	2.8	3.0	...	5.1	10.1	7.1	11.8	13.3	...	...	4.6
17,000- 17,999 ...	1.6	4.9	0.9	...	0.9	...	0.9	1.3	2.2	...	...	...	...	...	1.3
18,000- 18,999 ...	2.1	1.6	0.4	6.2	0.5	1.5	57.9d/	1.3	...	3.6	5.9	...	...	...	5.5
19,000- 19,999 ...	0.5	...	...	...	0.5	1.5	...	0.3	2.2	...	...	...	...	...	0.5
20,000 or more ...	0.5	4.9	...	...	0.5	...	...	1.3	1.4	...	17.5	...	...	...	1.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%

a/ Information received from 42 states, the Canal Zone, and Puerto Rico.

b/ Includes school nursing services, hearing and sight conservation, and special programs (alcohol, narcotics, etc.).

c/ Not computed; too few cases.

d/ Officers reported for one state were all shown under column 8 but include functions for columns 9, 10, and 11 also.

TABLE I.--SALARIES PAID FULL-TIME OFFICE CLERICAL PERSONNEL, BY MAJOR FUNCTIONS,
STATE DEPARTMENTS OF EDUCATION, 1969-70^{a/}

Distribution	1	2	3	4	5	Data processing		Total-- (columns 2-7)
						Machine operators	Others ^{b/}	
Number of employees reported		4,924	1,731	903	2,170	373	143	10,244
Salaries paid:								
Mean		\$5,295	\$4,831	\$6,080	\$5,059	\$5,729	\$6,486	\$5,270
First quartile		4,588	4,194	4,891	4,125	4,741	5,048	4,419
Median		5,177	4,730	5,818	4,803	5,340	6,509	5,090
Third quartile		5,832	5,372	6,831	5,925	6,576	7,342	5,962
Below \$3,000		0.9%	0.8%	0.1%	0.6%	0.5%	...	0.7%
\$3,000-\$3,499		1.5	3.8	0.7	3.2	2.4	1.4%	2.2
3,500- 3,999		4.9	11.0	2.1	15.1	5.9	6.3	7.9
4,000- 4,499		14.0	24.3	7.7	24.5	3.8	7.7	17.0
4,500- 4,999		21.2	22.2	18.5	11.0	25.7	8.4	19.0
5,000- 5,499		21.1	17.5	14.3	15.3	17.2	12.6	18.4
5,500- 5,999		13.2	10.4	10.5	6.3	8.6	2.1	10.7
6,000- 6,499		11.3	5.1	15.4	11.3	9.4	11.2	10.5
6,500- 6,999		5.7	2.4	8.7	4.6	10.2	18.2	5.5
7,000- 7,499		3.9	1.7	5.9	4.5	5.6	10.4	4.0
7,500- 7,999		0.8	0.7	5.2	1.6	3.2	2.8	1.4
8,000- 8,499		0.6	0.1	2.5	0.6	1.6	4.9	0.8
8,500- 8,999		0.4	...	3.1	1.1	2.7	4.9	0.9
9,000 or more		0.5	...	5.3	0.3	3.2	9.1	1.0
Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} Information received from 41 states, the Canal Zone, and Puerto Rico.

^{b/} Includes programmers, analysts, etc.

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Chief state school officer Title	Salary	Deputy chief state school officer(s) Title (or function)	Salary	Associate or assistant chief state school officer(s) Title (or function)	Salary	Administrative assistant(s) to chief state school officer Title	Salary	Directors of major divisions	
									Function	Salary
1	2	3	4	5	6	7	8	9	10	11
ALABAMA	State Superintendent	\$15,000	...	...	Assistant State Superintendent	\$17,325	...	...	Administration and Finance	\$16,537
									Elementary Education	16,537
									Secondary Education	16,537
									Vocational Education	16,537
									Rehabilitation and Crippled Children	16,537
									Higher Education	15,336
ALASKA	Commissioner	27,500	...	...	Assistant Commissioner and Director of Administrative Services	26,820	Special Assistant to the Commissioner	\$22,524	Instructional Services	24,012
									State-operated Schools	24,012
									Vocational Rehabilitation	24,012
									Vocational Education	21,372
									Libraries	21,372
									Regional Schools	21,372
ARIZONA	Superintendent	17,000	...	...	Associate Superintendent for: Educational Services Research (Planning)	15,144	Administrative Assistant	15,144	Elementary Education	40 12,607 20 13,404 40 14,244 10 14,688 10 15,612
									Secondary Education	
									Special Education	
									Certification Division	
									School Lunch Division	
									Research and Finance	
									Educationally Deprived Children (E.S.E.A. Title I)	
									Adult Basic Education (Title III, P.L. 89-750)	
									Innovative Education (E.S.E.A. Title III)	
									Indian Education	
									Western States Small Schools Project (Ford Foundation)	
									Migratory Children (Title I)	
ARKANSAS	Superintendent	18,000	No data	...	No data	...	No data	...	No data	...
CALIFORNIA	Superintendent	30,000	Deputy Superintendent (Chief Administrative Officer)	\$27,540 (max.)	Associate Superintendent for Instruction School Administration	27,540 (max.)	Special Assistant to Deputy for Public Instruction	17,700 (max.)	...	...
			Deputy Superintendent for Public Instruction	27,540 (max.)	Associate Superintendent for Special Education	27,540 (max.)				
			Deputy Superintendent for Program and Legislation	27,540 (max.)	Compensatory Education	27,540 (max.)				
COLORADO	Commissioner	30,000	...	...	Assistant Commissioner for: Administrative Services Instructional Services Planning Services	21,120 20,616 20,616	Executive Assistant Executive Assistant for Interagency Relations	17,592 15,576	Accreditation Legal Services Organization and Management Teacher Education and Certification Urban Education	16,080 14,540 15,576 17,592 15,576
CONNECTICUT ... (Continued on next page)	Commissioner	30,809	Executive Officer	27,246	Instructional Services Vocational Education Vocational Rehabilitation	21,960 21,960 22,270	Administrative Assistants	22,191 19,680 19,751 21,217 19,597	Continuing Education Elementary and Secondary Education Adult Education Departmental Services Departmental Planning Administrative Vocational-Technical Schools	20,437 21,117 16,397 19,081 23,752 19,597

1	2	3	4	5	6	7	8	9	10	11
CONNECTICUT ... (Continued)										
DELAWARE	Superintendent	\$30,000	Deputy Superin- tendent	\$20,780	Administrative Services Auxiliary Services Instructional Services	\$17,060 18,260 18,260	Administrative Assistant	\$15,260	Finance School Plant Secondary Education Elementary Education Research Vocational Rehabilitation Certification Pupil Personnel Adult Education Educational Television Vocational Education	15,980 15,980 17,160 16,680 17,160 15,980 16,460 15,980 16,442 15,560 16,680
FLORIDA	Commissioner	34,000	Deputy Commis- sioner	26,964	Associate Commissioner for: Planning and Coordination Budget Planning and De- velopment Coordinator of Vocational Programs Administration	24,516 24,516 ... 25,248	Executive Assistant	20,592	Elementary and Secondary Education Community Colleges Vocational Education	25,000 25,000 25,000
GEORGIA	Superintendent	22,500	Deputy Superin- tendent	26,232	Associate Superintendent for: Instructional Services School Administrative Services Assistant Superintendent for: Vocational Rehabilitation Staff Services	23,796 23,796 21,588 21,588	Administrative Assistant Administrative Aide	17,748 8,976	Curriculum Special Education and Pupil Personnel Teacher Education and Cer- tification Educational Television Instructional Services Vocational Education Title I, P.L. 89-10 Also Educational and Evaluation Center School Administrative Services: Financial Services Administrative Leadership Administrative Services Title II, P.L. 89-10 Department Staff Services: Administration Fiscal Systems and Data Processing Vocational Rehabilitation: Facilities and Workshops Field Services Program Planning and De- velopment Special Services	19,572 16,908 16,104 17,748 19,572 17,748 13,908 16,104 17,748 16,908 16,104 17,748 16,636 19,572 17,748 16,908
HAWAII	Superintendent	30,250	Deputy Superin- tendent	25,713	Assistant Superintendent for: Business Services Personnel Services Instructional Services Library Services	22,120 20,500 20,350 23,994	Administrative Assistant	12,600	...	...
IDAH0	Superintendent	18,000	Deputy Superin- tendent	15,000	Assistant Superintendent for: Instructional Services General Services Finance and Administration	14,580 13,980 13,980	Administrative Assistant	12,900	Same as positions shown in columns 6 and 7	...
ILLINOIS	Superintendent	30,000	Deputy Superin- tendent	27,900 (max.)	Associate Superintendent Assistant Superintendent	24,500 (max.) 12,200 (max.)	Administrative Assistants	1, 15,160 (max.) 2, 16,200 (max.)	Finance	22,200 (max.)
INDIANA	Superintendent	18,000	Deputy Superin- tendent	17,040	Assistant Superintendent for: Finance Field Services Adult and Vocational Education Instructional Services	16,320 16,320 16,320 16,320	...	...	Special Education School Finance Departmental and Federal Accounting School Inspection Instructional Media	15,720 15,520 15,720 13,980 14,520

(Continued
on next page)

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
INDIANA (Continued)										
IOWA	Superintendent	\$23,000	...	...	Associate Superintendent for: Professional Education Pupil Personnel Career Education Assistant Superintendent for: Administration Instruction	\$19,173 18,177 18,177 19,173 19,320	Administrative Assistant	\$18,500	Schoolhouse Planning Teacher Education and Certification Pupil Personnel Services Midwest States Project Administrative Finance Transportation Teacher Education and Certification Curriculum Supervision Special Education Rehabilitation Education and Services Career Education Instructional Services	\$13,920 13,920 15,120 18,011 17,513 17,015 16,185 17,513 17,015 17,015 18,177 17,015 17,513
KANSAS	Commissioner	27,500	...	...	Assistant Commissioner for: Accreditation, Certification and Adult Education Administrative Services Central Administration Instructional Services Vocational-Technical Education	18,060 18,060 18,060 18,060 18,060	...	...	Same as positions shown in columns 6 and 7	...
KENTUCKY	Superintendent	20,000	Deputy Superintendent	\$18,588	Assistant Superintendent for: Administration and Finance Instruction Vocational Education Rehabilitation Pupil Personnel State/Federal Relations	17,700 17,700 17,700 17,700 17,700 17,700	Executive Assistant	10,344	Same as positions shown in columns 6 and 7	...
LOUISIANA	Superintendent	26,530	...	...	Executive Assistant Superintendent Assistant Superintendent for: Administration and Finance Curriculum and Instruction Office Services Vocational Education Vocational Rehabilitation	23,500 23,500 23,000 23,000 23,000 23,000	...	...	Administration and Finance Curriculum and Instruction Vocational Education Vocational Rehabilitation	9,13,589 1/ 10,13,715 2/ 11,14,127 3/ 4,14,300 3/
MAINE	Superintendent	20,000	No data	...	No data	...	No data	...	No data	...
MARYLAND	Superintendent	32,500	Deputy Superintendent	27,500	Associate Superintendent for: Educational Programs Administrative Services Assistant Superintendent for: Planning, Research and Evaluation Vocational Rehabilitation Certification and Accreditation Vocational and Technical Education Instruction	26,000 26,000 23,000 23,000 23,000 23,000 23,000	Executive Assistant	15,916	Compensatory, Urban and Supplementary Programs Instructional Television Library Development and Services	21,000 21,000 21,000
MASSACHUSETTS (Continued on next page)	Commissioner	30,000	Deputy Commissioner	26,600	Associate Commissioner for: Administration and Personnel Curriculum and Instruction Occupational Technical Education	24,500 24,500 24,500 24,500	Administrative Assistant	14,500	Special Education Elementary and Secondary Education Curriculum Innovation School Building Assistance Library Extension	16,666 17,943 17,943 18,866 15,296

1	2	3	4	5	6	7	8	9	10	11
MASSACHUSETTS (Continued)					Research and Development School Facilities State and Federal Assistance	\$22,500 22,500 22,500			Business Agent Adult Education General Counsel	\$17,942 16,151 17,076
MICHIGAN	Superintendent	\$30,000	Deputy Superin- tendent	\$22,500	Associate Superintendent for: Administrative Services Educational Services Higher Education Research Assistant Superintendent for: Management Program Content Federal Programs Vocational Rehabilitation	25,338 28,814 28,814 24,743 24,743 24,456 24,200	...	...	Department Services School Management Services Curriculum Special Education School for the Blind School for the Deaf Teacher Education and Certification Financial Aids to Students Planning Library Services Vocational Education	22,759 19,122 22,759 22,759 22,759 22,759 22,759 21,744 22,759 22,759 22,759
MINNESOTA	Commissioner	23,500	...	...	Assistant Commissioner for: Administration Instruction Vocational-Technical Education Vocational Rehabilitation and Special Education Planning and Development	26,000 26,000 18,972 22,188 20,520	Administrative Assistant	\$20,520	...	...
MISSISSIPPI ...	Superintendent	16,000	...	...	Assistant Superintendent for Administration	15,000	...	...	Instruction Junior Colleges Administration and Finance Buildings and Transporta- tion Vocational Education Crippled Children School Health Service Vocational Rehabilitation	15,000 15,000 15,000 15,000 15,000 15,000 15,000
MISSOURI	Commissioner	28,008	Deputy Commissioner	22,500	Assistant Commissioner for: Administration Instruction Vocational Education Special Services	19,092 19,092 19,092	Administrative Assistant and Secretary to Board	11,400	b/	...
MONTANA	Superintendent	13,750	...	...	Assistant Superintendent	23 17,000	Executive Assistant	18,250	School Educational Program - General School Educational Program - Financial Internal Educational Program Vocational and Occupational Skills Basic Skills Academic and Professional Skills and Research Planning, Development and Evaluation	19,750 15,000 11,750 16,000 15,500 16,750
NEBRASKA	Commissioner	19,000	Deputy Commissioner	16,100	Assistant Commissioner for: Instructional Services Vocational Education Rehabilitation Services Deputy Assistant Commis- sioner for: Instructional Services Vocational Education Rehabilitation Services	16,400 16,200 14,220 14,100 12,600 13,000	...	...	Same as positions shown in columns 6 and 7	...
NEVADA	Superintendent	22,080	Deputy Superin- tendent	17,644	Associate Superintendent for: Fiscal Affairs Educational Services Operations - Internal, Federal, and Professional Standards Assistant Superintendent for South Nevada	16,560 16,781 14,749 16,781	Curriculum and Instruction Vocational-Technical and Adult Education Nevada Western States Small Schools Project Federal Relations and Pro- grams	15,499 15,490 16,270 15,490

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1	2	3	4	5	6	7	8	9	10	11
NORTH DAKOTA ..	Superintendent	\$16,000	Deputy	\$14,400	Associate Commissioner for: Instruction Finance and Research	\$14,400	Administrative Assistant	\$12,900	Guidance Teacher Certification Secondary Education Elementary Education Special Education School Construction	\$12,000 12,300 12,600 12,600 14,400 12,300
OHIO	Superintendent	40,000	Deputy Superin- tendent	24,960	Assistant Superintendent for: Department Services Administration Instruction Urban Education Vocational Rehabilitation	23,171 22,609 22,609 22,609 22,609	...	...	Planning and Development Certification Instructional Materials Computer Services School Finance District Organization Elementary and Secondary Education Special Education Federal Programs Guidance and Testing Vocational Education	17,868 19,716 19,718 17,056 18,803 18,803 18,803 17,888 19,718 19,718 19,718
OKLAHOMA	Superintendent	19,500	Deputy Superin- tendent	18,500	Assistant Superintendent for: Finance Instruction Federal Programs	16,560 16,560 16,560	...	...	Same as positions shown in columns 6 and 7	...
OREGON	Superintendent	24,000	Deputy Superin- tendent	21,036	Assistant Superintendent for: General, Special and Teacher Education Community Colleges, Career Education and Instruc- tional Technology Management Services and Program Support	21,036 20,028 20,028	Administrative Assistant	19,068	Student Services and Com- munity College General Education Career Education Special Education Personnel and Community Relations Educational Fiscal Manage- ment Auxiliary Services Federal and Temporary Projects	18,156 18,156 18,156 18,156 17,292 18,156 18,156
PENNSYLVANIA ..	Secretary of Education	30,000	Deputy Secretary Commissioner for Higher Education Commissioner for Basic Education	27,697 29,992 29,992	Assistant Commissioner for: Higher Education - Staff Director Basic Education - Programs and Services Basic Education - Staff Director School Administration	21,672 25,115 22,768 25,115 23,915	Administrative Officer	19,664	Research and Statistics (max.) Administrative Services State Librarian Career Development Federal Programs Public Information and Publications Legislative Services	26,367 (max.) 22,768 19,664 16,170 17,839 18,725 16,978
RHODE ISLAND ..	Commissioner	23,000	Deputy Commissioner	16,770	Associate Commissioner for: Instructional Services Research and Planning Vocational Education	18,642 15,080 15,080	...	...	Administrative Services Vocational Education School Lunch Services Vocational Rehabilitation Adult Education	16,260 12,588 9,932 15,132 9,152
SOUTH CAROLINA	Superintendent	20,000	Deputy Superinten- dent for: Administration and Planning Finance and Operations Instruction	19,926 19,926 19,926	...	...	...	...	General Education Vocational Education	17,350 17,350
SOUTH DAKOTA .. (Continued on next page)	Superintendent	15,000	Deputy Superinten- dent	14,900	Associate Superintendent for: Planning Assistant Superintendent for: Instructional Services	14,800 18,000	Executive Assistant	10,300	Pupil Personnel	11,400

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
SOUTH DAKOTA .. (Continued)										
TENNESSEE	Commissioner	\$25,000	Deputy Commissioner	\$18,840	Assistant Commissioner for: Federal Programs Vocational Rehabilitation Administration Educational Services	\$14,400 14,220 13,600 13,000	...	...	Librarian and Archivist School Plant and Transportation Finance and Administrative Services	\$18,240 15,360 15,360
TEXAS	Commissioner	27,500	Deputy Commissioner	25,000	Assistant Commissioner for: Higher Education Special Services Vocational-Technical Education Elementary and Secondary Education Vocational Rehabilitation Finance and Legal Affairs	20,040 18,240 18,240 17,640 17,300 16,440	..	...	Internal Management Personnel and Staff Development Management Information Center Research Program Planning Assessment and Evaluation Dissemination Planning Resources Instructional Materials and Textbooks Finance Program Development School Accreditation Teacher Education and Certification Guidance Services Vocational Education Special Education Special Schools - Business Management Program Funds Management	14,628 17,244 15,624 13,692 14,628 15,624 14,628 15,108 16,140 17,300 15,624 15,108 14,628 14,148 15,624 15,108 17,000 15,108
UTAH	Superintendent	26,400	Deputy Superintendent for: Administration Instruction	20,712 20,712	...	... Administrative Assistant for: Administration Planning	...	\$16,236 15,468	Research and Innovations Elementary and Secondary Education Special Education Instructional Media Auxiliary Services Vocational Rehabilitation Teacher Certification School Food Services Vocational Education Departmental Services Curriculum of Instructional Services School Construction Teacher Education, Certification and Placement Vocational-Technical Education Special Education - Handicapped Elementary and Special Education Secondary Education Research and Statistics	17,040 17,040 17,040 17,040 17,040 16,792 16,236 16,236 16,632 12,974 16,900 14,612 14,700 16,600 16,154 17,300 17,300 17,300 17,300
VERMONT	Commissioner	23,905	Deputy Commissioner	17,600	...	...	...	...	...	...
VIRGINIA	Superintendent	26,000	Deputy Superintendent	22,400 (max.)	Assistant Superintendent for: Administration and Finance Instruction	21,400 (max.) 21,400 (max.)	Special Assistant for: Federal Programs School Evaluation	19,600 (max.) 19,600 (max.)	...	...
(Continued on next page)										

1	2	3	4	5	6	7	8	9	10	11
VIRGINIA (Continued)										
WASHINGTON	Superintendent	\$22,500	No data	...	No data	...	No data	...	Special Services	\$18,700 (max.)
WEST VIRGINIA ..	Superintendent	22,500	Deputy Superin- tendent	\$21,180	Assistant Superintendent for: Services Instruction and Curriculum Vocational Education Administration	\$16,980 16,980 16,980 15,180	...	...	Teacher Education Vocational Education	16,700 (max.) 18,700 (max.)
WISCONSIN	Superintendent	21,500	Deputy Superin- tendent	22,500	Assistant Superintendent for: Administrative Services Financial Services Handicapped Services Instructional Services Field Services Library Services	16,872 20,388 20,508 20,388 20,508 20,388	Executive Assistant	\$12,000	Teacher Certification Exceptional Children Safety and Driver Education Title I, E.S.E.A. Title III, E.S.E.A. School Lunch	13,380 15,180 13,980 13,980 13,980 15,180 13,980
WYOMING	Superintendent	15,000	...	...	Assistant Superintendent for Administration	14,940	...	...	Same as positions shown in columns 6 and 7	...
CANAL ZONE	Superintendent	29,000	Deputy Superin- tendent	24,153	Assistant Superintendent for: U.S. Elementary Schools U.S. Secondary Schools Latin American Schools	19,000 22,350 15,931	Administrative: Officer Assistant	17,478 10,718	Business and Finance Research and Development Instructional Services Occupational Education	14,748 13,080 13,644 14,628
PUERTO RICO ...	Secretary of Public In- struction	19,000	Under Secretary for: Administra- tion Teaching Affairs	16,000 15,900	Assistant Secretary for: Planning and Development Regular School Program Community Relations Vocational and Technical Education Personnel Administration Adult Program Finances General Services	15,000 14,400 12,600 15,000 12,600 15,000 15,000 15,000	Administrative Assistant for: Teachers' Problems Administrative Problems Planning Academic Affairs	12,000 12,000 12,000 12,000	School Planning Research and Evaluation English Program Educational Development	13,200 13,200 15,560 13,200

a/ Salaries shown are averages of minimum and maximum rates.
b/ Shown elsewhere in report.

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES,
BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	School and program accred- itation	Inter- mediate units	Urban rela- tions	Related insti- tutions	Federal aids and grants	State aids and grants	Civil and human rights	Plan- ning and evalu- ation	Research and statist- ics	Publi- cations	Public rela- tions ^{a/}	Informa- tion and dissem- ination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ALABAMA	4: 10\$11,388 30 11,775	...	...	...	...	...	...	...	4: 10\$11,176 10 11,092 10 9,717 10 7,060	10\$ 9,920	...	...	10\$14,525
ALASKA .....	...	...	...	...	5: 10\$19,020 30 16,944 10 13,596	2: 10\$19,020 10 14,628	...	...	2: 10 20,172 10 19,020	...	...	10\$14,628	...
ARIZONA .....	...	...	...	...	10: 60 13,812 40 11,508	2: 10 12,228 10 11,508	...	...	10 12,372	...	...	...	...
ARKANSAS (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2: 10 14,568 10 13,032	10\$14,064	...	...	8: 10 17,088 10 15,072 20 14,568 10 14,064 20 13,560 10 11,544	3: 10 16,384 10 15,576 10 13,560	3: 10\$15,072 10 14,064 10 10,032	2: 10\$15,072 10 14,064	3: 10 14,568 10 13,560 10 13,056	...	...	10 12,552	...
CONNECTICUT ..	3: 10 18,648 10 13,299 10 11,691	19: 50 21,117 30 19,757 10 18,397 10 17,037 20 16,917 30 16,381 10 15,309 30 14,773	...	...	8: 10 18,648 20 18,071 10 16,917 10 14,773 10 14,237 10 15,778 10 10,920	10 18,124	...	8: 10 18,009 20 17,451 10 11,907 10 9,601 20 15,309 10 14,773	10 16,698	...	2: 10\$16,917 10 14,237	10 14,582	10 16,340
DELAWARE .....	...	...	...	...	5: 10 15,280 10 14,580 10 14,560 10 12,660 10 11,280	...	...	3: 10 15,760 10 14,100 10 13,800	3: 10 15,060 10 14,380 10 9,840	...	...	4: 20 10,920 10 7,680 10 6,720	...
FLORIDA	6: 10 20,172 10 15,564 10 14,760 10 14,256 10 8,544 10 8,136	...	...	...	...	...	...	2: 10 2,451 10 16,740	5: 10 24,024 10 18,816 10 14,772 10 13,176 10 12,564	3: 10 16,416 10 12,564 10 7,464	4: 10 16,380 10 13,752 10 11,964 10 9,240	...	...
GEORGIA	3: 10 16,908 10 17,748 10 13,248	10: 60 14,604 40 12,612	...	...	12: 10 16,908 10 16,104 10 13,908 60 12,012 10 11,436 10 10,896 10 8,976	...	4: 10 16,104 10 10,896	4: 10 16,908 10 16,104 20 10,380	8: 10 15,336 10 14,604 10 8,976 40 8,544 10 7,032	6: 20 9,888 10 9,420 10 8,976 10 8,544 10 7,380	7: 10 14,604 10 11,436 10 10,896 10 10,380 10 8,976 10 7,032 10 6,072	3: 10 13,248 10 10,896 10 9,808	...
HAWAII	10 19,044	...	...	...	5: 10 19,046 10 17,789 10 15,576 10 15,469 10 14,908	...	...	11: 10 18,601 10 17,016 10 16,278 20 15,469 10 15,189 10 14,807 20 13,573 10 12,454 10 10,718	2: 10 15,469 10 12,740	10 10,585	...	...	...
IDaho	10 13,380	...	...	...	4: 10 12,780 10 12,360 10 11,280 10 10,540	10 9,960	...	...	10 11,280	10 12,780	...	10 10,560	...

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES,
BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accred- itation	Inter- mediate units	Urban rela- tions	Related insti- tutions	Federal aids and grants	State aids and grants	Civil and human rights	Plan- ning and evalu- ation	Research and statist- ics	Publi- cations	Public rela- tions	Inter- nation- al and dissem- ination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ILLINOIS (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
INDIANA	3@ \$12,300	...	...	...	3: 1@ \$13,380 1@ 12,840 1@ 12,300	1@ \$13,380	2@ \$12,300	...	4@ \$12,300	1@ \$12,300	...	1@ \$12,300	...
IOWA .....	...	4@ \$14,317	2: 1@ \$13,363 1@ 12,000	...	8: 1@ 16,849 2@ 12,450 1@ 15,106 1@ 14,276 1@ 15,853 1@ 14,608 1@ 14,110	...	...	2: 1@ \$14,110 1@ 10,077	...	3: 2@ 14,110 1@ 10,956	...	2: 1@ 16,451 1@ 10,790	1@ \$15,106
KANSAS	7: 2@ 13,560 2@ 12,924 1@ 12,824 1@ 12,324 1@ 11,784	...	...	...	9: 1@ 13,560 1@ 12,824 2@ 12,324 2@ 11,784 1@ 10,743 1@ 10,577 1@ 10,174	...	...	3: 1@ 10,254 1@ 9,330 1@ 6,387	5: 1@ 12,054 1@ 10,248 1@ 9,704 1@ 8,892 1@ 8,484	1@ 8,088	...	2: 1@ 12,924 1@ 10,909	4: 1@ 12,824 1@ 12,924 1@ 10,660
KENTUCKY	8: 1@ 11,412 2@ 10,872 2@ 10,344 2@ 9,852 1@ 9,384	...	...	...	11: 1@ 11,412 3@ 10,872 3@ 10,344 2@ 9,852 1@ 7,716 1@ 6,672	1@ 11,412	3: 1@ 13,200 1@ 10,344 1@ 9,384	2: 1@ 12,576 1@ 11,976	8: 3@ 13,860 1@ 12,576 1@ 11,976 1@ 10,872 1@ 10,344 1@ 9,384	2: 1@ 8,520 1@ 7,716	...	3: 1@ 11,976 1@ 10,872 1@ 9,384	...
LOUISIANA (incomplete data) .....	...	...	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	9: 1@ 17,524 3@ 16,235 2@ 15,916 1@ 14,719 1@ 14,183 1@ 12,357	5: 1@ 21,000 1@ 17,524 3@ 16,843	1@ 12,357	...	4: 1@ 17,524 1@ 16,843 1@ 15,603 1@ 13,099	1@ 14,719	2: 1@ 15,916 1@ 13,885	10: 1@ 16,843 2@ 15,916 1@ 15,603 1@ 14,183 4@ 12,357 1@ 12,165	8: 1@ 17,524 1@ 17,180 1@ 16,843 1@ 14,183 1@ 13,380 1@ 13,339 1@ 13,099 1@ 12,357	2@ 13,885	...	3: 1@ 17,810 1@ 15,916 1@ 11,233	16: 1@ 21,000 1@ 17,524 2@ 15,916 1@ 15,603 1@ 15,553 1@ 14,183 2@ 13,885 1@ 13,339 1@ 13,099 1@ 12,622 1@ 12,357 1@ 11,907 2@ 11,090
MASSACHUSETTS ..	...	...	...	...	4@ 12,870	1@ 10,109	...	...	6@ 16,154	1@ 9,732	3: 2@ 12,706 1@ 11,240	3: 2@ 12,082 1@ 11,240	...
MICHIGAN	4: 1@ 17,581 3@ 16,245	...	...	...	...	...	5: 1@ 19,272 1@ 16,245 1@ 14,887 1@ 13,426 1@ 11,171	7: 1@ 19,669 2@ 16,245 2@ 15,723 1@ 13,196 1@ 12,424 1@ 9,897	15: 3@ 17,268 2@ 16,245 2@ 15,451 1@ 14,887 4@ 14,658 1@ 11,985 1@ 9,897 1@ 8,853	5: 1@ 20,734 1@ 13,656 1@ 10,816 1@ 9,772 1@ 7,997	...	2: 1@ 19,669 1@ 12,048	5: 1@ 16,391 1@ 15,430 1@ 10,858 2@ 9,145
MINNESOTA	2: 1@ 18,972 1@ 14,424	...	...	...	16: 1@ 20,520 1@ 18,972 1@ 18,240 1@ 17,544 3@ 16,872 2@ 15,600 1@ 15,000 2@ 13,344 1@ 9,744 2@ 9,012 1@ 8,004	1@ 15,000	4: 1@ 17,544 1@ 14,424 1@ 11,400 1@ 8,004	12: 1@ 18,972 1@ 16,224 3@ 15,600 1@ 13,872 3@ 13,344 1@ 12,828 1@ 12,336 1@ 8,664	4: 1@ 20,520 2@ 12,828 1@ 9,744	2: 1@ 13,344 1@ 8,004	1@ 11,400	...	21: 1@ 15,000 1@ 16,872 2@ 14,424 1@ 10,956 1@ 10,536 2@ 10,128 2@ 9,744 3@ 9,012 7@ 8,328 1@ 8,004

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES,
BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accred- itation	Inter- mediate units	Urban rela- tions	Related insti- tutions	Federal aids and grants	State aids and grants	Civil and human rights	Plan- ning and evalu- ation	Research and statist- ics	Publi- cations	Public rela- tions	Inter- nation- al dissem- ination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
MISSISSIPPI ..	...	...	...	...	14: 1\$14,000 1\$ 13,500 4\$ 13,000 2\$ 12,500 3\$ 10,500 2\$ 10,000 1\$ 9,500	...	...	1\$13,000	1\$12,000	...	2: 1\$11,500 1\$ 10,500	1\$12,500	1\$11,000
MISSOURI	12: 1\$13,380 1\$11,976 1\$ 11,400	...	...	12: 1\$14,412 1\$ 12,600 1\$ 12,552 1\$ 11,796 6\$ 11,400 2\$ 8,400 1\$ 8,136	14: 2\$ 12,108 1\$11,400	2: 1\$12,108 1\$ 10,200	...	...	...	...	...	...	...
MONTANA	1\$ 15,500	...	...	...	1\$ 11,000	...	...	...	5: 1\$ 17,000 1\$ 16,875 1\$ 15,000 1\$ 13,000 1\$ 10,000	1\$10,000	...	1\$ 8,250	14: 1\$ 15,500 1\$ 15,300 1\$ 14,500 1\$ 14,250 1\$ 13,750 1\$ 12,592 1\$ 12,000 1\$ 11,925 1\$ 8,320 1\$ 8,000 1\$ 7,750 1\$ 7,500 2\$ 7,000
NEBRASKA	4: 1\$ 12,960 2\$ 11,820 1\$ 11,460	...	...	...	4: 1\$ 12,780 1\$ 11,820 1\$ 11,640 1\$ 9,780	...	3: 1\$12,450 2\$ 11,280	...	1\$ 11,280	2: 1\$ 11,100 1\$ 7,980	1\$ 10,980	1\$ 8,400	...
NEVADA .....	...	...	...	...	2\$ 14,040	...	...	...	2: 1\$ 12,734 1\$ 8,619	1\$ 11,551	...	...	...
NEW HAMPSHIRE.	...	1\$12,486	...	...	2: 1\$ 13,374 1\$ 12,486	...	...	1\$ 15,900	2: 1\$ 14,983 1\$ 14,405	2: 1\$ 18,970 1\$ 12,839	...	1\$ 12,486	1\$ 10,010
NEW JERSEY ^{b/} ..	3: 1\$ 23,057 1\$ 20,910 1\$ 18,970	...	...	3: 1\$ 23,057 1\$ 20,910 1\$ 18,970	4: 1\$ 23,057 1\$ 20,910 1\$ 18,970 1\$ 12,839	...	3: 1\$ 23,057 1\$ 20,910 1\$ 12,839	3: 1\$ 23,057 1\$ 20,910 1\$ 18,970	2: 1\$ 23,057 1\$ 18,970	...	...	...	...
NEW MEXICO (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
NEW YORK ^{c/} ...	...	...	11: 2\$19,914 1\$ 17,360 1\$ 16,430 1\$ 16,520 1\$ 15,970 1\$ 14,845 1\$ 13,270 1\$ 8,584 1\$ 8,262 1\$ 7,800	...	...	...	1\$ 19,235	38: 1\$ 20,953 1\$ 19,235 1\$ 18,585 1\$ 17,654 1\$ 17,600 1\$ 17,042 2\$ 16,180 1\$ 15,895 3\$ 15,590 1\$ 14,850 2\$ 14,845 1\$ 14,779 1\$ 14,721 1\$ 13,595 1\$ 13,090 1\$ 11,244 1\$ 10,734 1\$ 10,730 2\$ 10,576 1\$ 9,800 1\$ 9,660 1\$ 9,550 1\$ 9,228 1\$ 8,906 4\$ 8,584 2\$ 8,262 3\$ 7,800	35: 1\$ 19,490 1\$ 17,654 1\$ 17,564 3\$ 16,430 1\$ 15,615 1\$ 15,370 3\$ 14,845 1\$ 14,294 1\$ 14,320 3\$ 13,270 1\$ 13,090 1\$ 12,955 2\$ 12,585 2\$ 11,244 2\$ 10,820 1\$ 10,576 1\$ 10,188 1\$ 9,660 1\$ 8,906 2\$ 8,584 4\$ 7,800 1\$ 7,705	1\$ 18,150	2: 1\$ 25,311 1\$ 15,590	13: 1\$ 20,953 1\$ 19,490 1\$ 17,315 1\$ 12,585 1\$ 12,466 1\$ 10,964 1\$ 10,326 2\$ 9,550 1\$ 8,044 1\$ 8,263 1\$ 7,550 1\$ 7,705	1\$ 19,914

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES,
BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program afford- itation	Inter- mediate units	Urban rela- tions	Related insti- tutions	Federal aids and grants	State aids and grants	Civil and human rights	Plan- ning and evalu- ation	Research and statist- tics	Publi- cations	Public rela- tions	Inter- nation- al and instruc- tion Programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA	10 12,400	...	...	...	...	3: 19514,400 19 11,400 19 6,000	...	...	3: 19514,400 19 11,400 19 6,000	...	...	...	...
OHIO	19 15,600	...	2: 19515,600 19 12,480	...	3: 19516,328 29 14,976	...	...	5: 19514,352 19 13,728 39 13,104	...	19513,104	...	...	...
OKLAHOMA	20: 19 12,600 19 10,800 19 10,260	...	...	...	3: 19 11,400	...	2: 19511,400 19 10,260	19 11,400	19 9,000	...	...	19 9,720	...
OREGON	4: 29 15,684 19 14,232 19 8,736	19514,232	...	...	4: 19 15,684 39 14,232	...	...	5: 39 15,684 29 12,288	7: 19 15,684 29 10,104 19 9,624 19 8,316 19 7,920 19 6,516	2: 19 13,548 19 7,548	4: 19515,684 19 14,232 19 12,288 19 11,136	19 12,288	...
PENNSYLVANIA	2: 19 13,979 19 9,011	...	...	...	...	...	2: 19 15,387 19 13,391	...	33: 19 17,839 39 16,170 19 14,657 29 13,301 59 12,075 19 10,432 19 9,011 19 16,978 19 15,387 29 13,979 29 12,675 29 11,501 49 9,923 29 7,772 49 7,407 19 7,055	...	3: 19 13,979 19 12,075 19 11,501	...	...
RHODE ISLAND	19 11,900	...	19 11,024	...	19 11,908	...	...	...	19 11,466	...	...	19 12,064	...
SOUTH CAROLINA	...	...	...	...	8: 19 16,330 19 14,459 19 14,175 19 13,125 19 12,863 29 12,800 19 12,400	...	2: 19 15,900 19 13,000	...	8: 19 16,330 19 13,690 19 13,040 19 12,400 29 11,810 19 11,250 19 8,179	...	4: 19 14,000 19 11,687 19 9,480 19 8,348	...	...
SOUTH DAKOTA	19 10,400	...	...	...	4: 19 12,900 19 12,200 19 12,000 19 10,000	19 7,560	...	19 12,000	3: 19 10,600 19 10,400 19 9,600	...	...	19 11,200	19512,180
TENNESSEE	22: 49 13,740 19 13,200 49 12,720 69 12,240 69 11,760 19 11,280	...	...	...	2: 19 13,200 19 12,240 19 11,280	19 13,200	3: 19 14,280 19 11,760 19 10,800	10: 19 15,360 39 12,720 19 12,240 29 11,760 39 11,280	19 13,200	5: 19 12,240 29 10,320 19 8,220 19 7,080	...	...	2: 19 12,720 19 11,760
TEXAS	7: 19 12,816 39 11,232 39 10,872	19 12,316	...	...	26: 19 14,148 69 12,816 19 11,616 69 11,232 69 10,872 19 10,512 19 8,916 29 7,812 19 7,560 19 7,080	9: 19 13,248 29 11,232 19 10,512 19 8,628 19 7,810 19 7,320 29 7,080	3: 19 12,816 29 12,000	12: 49 13,248 29 12,816 29 11,616 49 10,872	3: 19 10,872 19 7,812 19 6,852	5: 19 12,408 19 10,176 19 8,916 29 7,080	...	4: 19 12,816 19 12,000 19 11,232 19 10,872	3: 19 12,816 19 11,232 19 10,872

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES,
BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1963-70 (Continued)

State	School and program accred- itation	Inter- mediate units	Urban rela- tions	Related insti- tutions	Federal aids and grants	State aids and grants	Civil and human rights	Plan- ning and evalu- ation	Research and statist- ics	Publi- cations	Public rela- tions ^a	Informa- tion and disse- mination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
UTAH	1: \$10,272	...	...	...	4: 1: \$14,388 1: 14,040 1: 11,856 1: 11,028	...	...	1: \$12,432	8: 1: \$16,236 2: 15,468 2: 14,736 1: 11,856 1: 1,700 1: 7,896	1: \$11,856	...	...	...
VERMONT	2: 1: 14,700 1: 11,460	...	...	...	1: 12,974	...	...	2: 1: 14,630 1: 13,930	2: 1: 8,840 1: 6,768	...	...	1: 8,164	1: \$14,000
VIRGINIA ^{d/} ...	...	...	...	...	11: 2: 15,000 7: 11,728 1: 18,700 1: 10,992	...	...	2: 1: 15,000 1: 13,728	11: 1: 15,000 2: 11,728 1: 10,032 2: 12,528 1: 15,000	...	...	4: 1: 13,728 1: 10,992 1: 9,600 1: 8,040	...
WASHINGTON (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA.	...	...	...	...	3: 1: 15,180 1: 13,980 1: 12,180	...	...	2: 18,180	1: 16,620	2: 1: 10,980 1: 9,660	...	...	...
WISCONSIN ....	...	9: 2: \$17,076 1: 15,792 1: 15,552 1: 15,360 1: 15,300 1: 14,628 1: 14,196 1: 13,932	1: \$15,732	...	6: 1: 17,244 1: 16,872 1: 15,816 1: 14,808 1: 7,944 1: 7,872	6: 1: \$20,388 1: 15,432 1: 15,300 1: 14,928 1: 8,040 1: 7,824	1: \$15,300	1: 13,400	2: 1: 15,300 1: 15,100	4: 1: 14,050 1: 8,300 1: 7,139 1: 6,204	1: \$17,196	1: 8,616	3: 1: 17,160 1: 15,120 1: 14,988
WYOMING	1: 13,080	...	...	...	3: 1: 12,552 1: 11,616 1: 10,836	...	...	...	...	1: 8,928	...	...	...
CANAL ZONE ^{e/} ..	...	...	...	...	...	...	...	...	...	...	...	...	...
PUERTO RICO ..	5: 1: 12,000 1: 8,490 1: 8,340 1: 7,740 1: 6,840	7: 1: 12,000 3: 9,600 1: 8,900 1: 8,800 1: 7,800	...	...	5: 1: 12,000 1: 9,840 1: 9,540 1: 8,640 1: 7,200	7: 1: 13,200 4: 9,600 2: 9,000	...	6: 1: 13,200 1: 13,000 2: 11,400 1: 10,800 1: 10,200	5: 1: 10,800 1: 9,300 1: 6,900 1: 5,900 1: 5,040	7: 1: 12,000 1: 9,600 1: 9,000 1: 8,400 1: 6,800	3: 1: 9,840 1: 9,000 1: 7,440	...	...

a/ Includes relations with nonpublic schools.

b/ Incomplete data furnished; salaries shown are maximums.

c/ Not all reported positions are shown because of difficulty in identification of titles.

d/ Maximum salaries are shown here.

e/ No officers reported for these functions.

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE,
BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Departmental accounting and auditing or general staff services	Accounting and auditing-- financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
ALABAMA .....	...	...	...	...	...	...	...	3: 10 \$12,722 10 11,158 10 11,120	10 \$14,575	...	10 \$13,975	...
ALASKA	3: 10 \$18,912 10 14,628 10 12,636	...	...	...	...	...	10 \$12,012	...	...	...	3: 10 16,944 10 15,744 10 11,796	...
ARIZONA	10 9,741	...	...	...	10 \$10,296	...	10 8,952	...	...	...	10 13,812	...
ARKANSAS (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2: 10 12,900 10 9,706	...	...	...	10 13,560	10 \$14,568	10 7,888	...	10 14,064	...	5: 10 14,456 10 12,552 10 11,136 10 9,824 10 7,424	...
CONNECTICUT ....	...	2: 10 \$13,967 10 11,456	...	...	2: 10 10,343 10 6,397	...	...	10 10,138	4: 10 14,565 10 11,773 10 11,311 10 11,907	...	...	...
DELAWARE .....	...	...	...	...	10 9,480	3: 10 12,660 10 11,700 10 10,620	...	10 14,580	10 14,580	...	3: 10 10,920 20 8,480	...
FLORIDA	5: 10 15,468 10 10,152 10 9,336 10 8,760 10 7,380	...	7: 10 \$15,468 10 12,996 10 12,444 10 12,204 10 11,796 10 11,904 10 10,212	2: 10 \$16,584 10 10,584	a/ 10 11,160	7: 10 21,960 10 14,904 10 13,920 10 11,904 10 11,004 10 10,920 10 10,404	10 8,268	10 11,880	7: 10 17,892 10 14,448 10 14,196 10 13,308 30 12,744	...	7: 10 16,572 10 14,544 10 12,984 10 11,844 10 11,316 10 11,220 10 11,100	...
GEORGIA	14: 10 16,908 10 16,104 20 13,248 10 12,612 20 12,012 10 11,436 20 9,888 10 9,420 10 8,976 10 8,544 10 6,696	7: 10 14,604 20 13,248 30 10,896 10 10,380	...	...	8: 10 13,248 10 11,436 20 10,896 20 9,888 10 9,420 10 8,136	...	2: 10 13,248 10 6,372	5: 10 14,604 10 12,012 10 11,436 20 10,380	2: 10 14,604 10 12,612	16: 10 \$16,104 10 14,604 10 12,012 10 10,896 30 9,888 60 8,976 20 8,136 10 7,752	10: 10 17,748 10 13,248 10 12,012 20 11,436 10 10,896 40 8,976	...
HAWAII	5: 10 17,269 20 16,898 10 16,278 10 12,540	...	...	...	...	...	...	10 16,898	8: 10 18,473 20 17,446 10 16,898 10 14,807 10 13,574 10 12,528 10 9,372	...	...	...
IDAHO .....	...	...	10 8,400	...	...	...	...	...	...	...	10 12,720	...
ILLINOIS (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...
INDIANA .....	...	...	20 12,300	...	...	20 12,300	...	...	40 12,300	...	...	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing--financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus properties and consolidated activities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
IOWA .....	...	4: 19\$15,853 29 14,110 19 9,874	...	...	19\$14,110	...	...	19\$15,853	...	4: 19\$15,853 19 12,460	7: 19 13,132 19 10,683 19 8,175 29 7,692	...
KANSAS	3: 19\$ 9,514 19 8,263 19 7,300	7: b/ 19 10,494 49 9,780 19 9,324 19 7,536	...	...	2: 19 10,453 19 9,860	...	19\$ 8,484	...	2: 19\$14,165 19 11,784	...	...	...
KENTUCKY	29 10,344	11: 19 11,412 39 10,344 69 9,852 19 8,940	3: 19\$10,344 19 9,852 19 9,384	...	2: 19 11,412 19 8,940	19\$13,200	2: 19 10,872 19 6,996	19 13,200	4: 19 13,200 19 10,872 19 10,344 19 9,852	4: 19 9,852 19 8,520 19 7,344 19 6,672	11: 19 10,344 29 9,852 49 8,520 19 8,112 19 6,672	...
LOUISIANA (incomplete data) .....	...	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data) .....	...	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	19 17,180	3: 19 14,967 19 10,658 19 10,433	8: 19 13,417 19 12,895 19 12,622 19 12,918 29 11,958 19 9,842 19 8,947	...	2: 19 17,524 19 14,183	19 12,622	...	...	4: 19 16,235 19 15,916 29 15,603	...	...	2: 19\$13,885 19 11,907
MASSACHUSETTS ^{2/}	36: average 10,841	...	...	...	...	...	...	...	6: average 11,787	3: average 12,055	4: average 11,500	19 16,684
MICHIGAN	2: 19 18,541 19 12,048	4: 19 16,391 19 13,196 19 9,897 19 9,688	6: 29 14,491 19 12,048 19 9,897 29 8,310	...	2: 19 16,453 19 10,273	19 13,196	2: 19 12,048 19 8,519	...	3: 19 17,581 19 14,887 19 14,157	...	7: 19 18,541 19 16,391 19 13,196 29 11,693 19 10,586 19 10,273	6: 19 19,272 19 16,245 19 15,451 19 14,491 19 9,145 19 8,519
MINNESOTA	7: 19 15,600 19 13,344 19 10,956 19 10,128 19 9,012 19 8,664 19 8,004	...	3: 29 9,372 19 8,664	...	19 9,372	...	...	19 10,956	2: 19 16,872 19 12,828	19 12,336	3: 19 15,600 19 14,424 19 12,828	...
MISSISSIPPI	8: 19 13,000 29 11,500 29 10,250 19 9,750 19 8,200 19 7,000	19 9,500	3: 19 11,000 19 10,500 19 9,500	...	4: 19 11,500 19 9,833 29 7,600	19 13,000	...	19 10,500	2: 19 13,000 19 11,500	...	8: 19 13,250 29 10,000 39 9,000 29 8,500	...
MISSOURI .....	...	...	...	...	...	...	...	...	19 12,108	...	7: 29 11,400 19 9,190 19 9,120 19 8,736 19 8,112 19 7,488	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing-- financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
MONTANA	1: \$11,750	...	...	...	1: \$10,750	...	1: \$ 8,800	...	...	1: \$12,500	3: \$14,000 1: 7,800 1: 6,000	1: \$ 6,050
NEBRASKA	1: 11,500	2: 1: \$11,460 1: 9,600	1: \$11,820	...	...	...	...	1: \$11,280	1: \$11,280	1: 12,600	...	1: 11,280
NEVADA	d/ 3: 11,551	...	...	...	...	...	...	...	1: 14,749	...	...	...
NEW HAMPSHIRE ..	1: 9,018	...	...	...	...	...	...	...	1: 12,924	...	1: 10,186	...
NEW JERSEY ^{2/} ...	...	3: 1: 14,151 1: 12,839 1: 10,560	3: 1: 14,151 1: 12,839 1: 10,560	3: 1: \$21,057 1: 20,910 1: 18,970	2: 1: 14,151 1: 12,839	...	...	...	4: 1: 23,057 1: 20,910 1: 18,970 1: 12,839	1: 12,839	...	...
NEW MEXICO (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...
NEW YORK	25: 1: 19,449 1: 19,345 1: 18,418 2: 17,620 1: 17,192 1: 16,623 1: 16,420 2: 15,895 1: 15,370 2: 14,845 1: 14,534 1: 13,795 4: 13,270 1: 13,171 1: 12,516 1: 11,244 2: 10,730 1: 10,820	10: 1: 21,525 2: 15,895 1: 14,320 1: 14,020 2: 13,270 1: 13,795 1: 10,820 1: 8,584	11: 1: 20,868 1: 16,729 1: 13,795 1: 14,845 2: 13,270 1: 12,092 2: 10,820 1: 10,730 1: 7,800	...	6: 1: 12,585 1: 10,964 1: 10,188 1: 9,550 2: 8,584	...	...	...	19: 1: 21,525 1: 19,486 1: 16,820 2: 16,180 1: 15,640 1: 15,370 1: 15,110 1: 14,900 1: 14,320 1: 14,100 1: 13,270 2: 12,585 1: 12,092 1: 11,934 1: 11,122 1: 10,310 1: 8,906	6: 1: 15,640 1: 12,860 1: 12,608 1: 12,292 1: 11,709 1: 10,233 2: 13,595 5: 13,090 2: 12,585 1: 11,244 1: 11,122 8: 10,188 2: 9,800 1: 9,660 1: 8,906 6: 8,584 1: 8,262 1: 8,044 2: 7,800 1: 7,705 1: 7,200	42: 1: 17,950 1: 17,042 1: 16,348 1: 14,605 1: 14,100 2: 13,795 2: 13,595 5: 13,090 2: 12,585 1: 11,244 1: 11,122 8: 10,188 2: 9,800 1: 9,660 1: 8,906 6: 8,584 1: 8,262 1: 8,044 2: 7,800 1: 7,705 1: 7,200	...
NORTH CAROLINA (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA ...	6: 1: 14,400 2: 12,300 1: 11,400 1: 7,200 1: 6,000	4: 1: 14,400 1: 11,400 1: 7,200 1: 6,000	2: 1: 12,300 1: 11,400	...	...	5: 1: \$14,400 1: 12,300 1: 11,400 1: 7,200 1: 6,000	...	...	2: 1: 12,300 1: 7,080	5: 1: 12,000 1: 8,640 1: 8,100 1: 6,600 1: 6,300	1: 11,400	...
OHIO	2: 1: 15,600 1: 9,360	1: 12,480	3: 1: 14,976 1: 13,728 1: 12,480	...	...	...	...	...	3: 1: 16,328 1: 14,976 1: 14,352	...	2: 1: 12,480 1: 11,045	...
OKLAHOMA	1: 11,400	b/ 1: 12,660 7: 10,260 2: 9,720 1: 9,180 1: 9,405	...	...	2: 1: 10,260 1: 9,720	3: 1: 12,660 1: 10,800 1: 10,260	...	...	2: 1: 11,400 1: 10,260	...	1: 13,380	...
OREGON	3: 1: 14,232 1: 10,104 1: 8,316	...	...	...	2: 1: 12,900 1: 11,136	1: 14,232	2: 1: 11,700 1: 9,624	...	2: 1: 14,232 1: 12,288	...	6: 1: 14,940 2: 11,700 2: 9,624 1: 8,316	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing-- financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
PENNSYLVANIA ...	38: 12\$17,839 12 16,170 12 15,387 12 13,979 12 12,675 32 12,075 22 11,501 12 10,954 42 10,432 22 9,923 12 9,454 52 9,011 12 8,580 72 7,772 12 7,407 32 7,055 22 6,716 12 6,390	...	...	...	4: 12\$12,075 12 10,432 12 8,580 12 8,163	...	2: 12 8,163 12 6,716	...	13: 12\$16,978 12 15,387 22 13,979 22 12,675 22 12,075 12 11,501 12 10,954 12 10,432 22 9,923 12 8,580	...	29: 12\$14,657 22 13,979 42 12,675 12 12,075 32 11,501 12 10,954 12 10,432 12 9,923 12 9,454 12 9,011 22 7,772 22 7,407 42 6,716	...
RHODE ISLAND ...	...	12\$10,476	...	...	...	...	...	...	12 13,467	...	...	...
SOUTH CAROLINA .	6: 12 17,350 12 14,288 12 12,575 12 9,955 12 9,480 12 8,175	2: 12 13,036 12 12,733	2: 12\$11,687 12 9,480	...	12 13,690	...	12 9,473	...	4: 12 14,835 12 12,715 12 11,810 12 10,965	...	6: 12 12,000 12 10,965 12 9,238 12 7,992 22 7,611	...
SOUTH DAKOTA ...	12 12,000	...	...	...	...	...	...	...	...	...	12 6,900	...
TENNESSEE	3: 12 11,760 12 10,800 12 9,480	...	2: 12 12,720 12 9,060	...	2: 12 13,200 12 11,280	7: 12\$12,720 12 12,240 22 11,280 12 10,800 22 10,320	...	...	5: 12 14,820 12 12,720 12 12,240 12 10,800 12 10,320	5: 12\$13,740 22 10,320 22 9,900	6: 12 14,820 12 10,320 12 8,640 22 8,220 12 6,720	12\$10,800
TEXAS	15: 22 13,692 12 11,232 12 10,872 32 10,176 32 9,216 32 8,916 12 8,352 12 7,080	36: 12 19,500 12 13,248 12 12,000 32 11,232 42 10,872 42 10,512 72 10,176 82 8,916 72 7,560	...	...	10: 12 13,692 12 13,248 12 12,816 12 12,000 22 11,232 12 10,872 12 8,916 12 8,028 12 7,080	...	2: 12 10,512 12 9,216	12\$11,616	2: 12 14,628 12 12,000	...	12: 12 13,692 12 12,408 22 12,000 22 9,216 22 8,916 12 7,560 22 7,320 12 6,624	...
UTAH	7: 12 10,524 12 9,564 12 8,280 22 7,200 12 6,528 12 6,216	...	3: 12 10,524 22 9,564	...	12 11,028	12 16,632	12 5,928	...	2: 12 15,096 12 13,044	...	3: 12 10,020 12 7,896 12 7,200	...
VERMONT	6: 12 11,100 12 8,840 12 7,488 12 6,890 12 6,552 12 5,798	...	...	...	2: 12 12,974 12 6,968	...	12 12,974	...	...	...	...	...
VIRGINIA 8/	7: 12 15,000 22 11,472 12 9,600 32 11,472	...	...	...	...	...	...	...	4: 12 15,000 32 13,728	...	...	...
WASHINGTON (no data) ....	...	...	...	...	...	...	...	...	...	...	...	...

TABLE 1.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing-- financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
WEST VIRGINIA ..	...	...	...	...	...	...	...	...	19\$17,980	...	...	...
WISCONSIN	4: 19\$16,090 19 11,508 19 10,908 19 9,096	5: 19\$10,824 19 7,584 39 7,200	6: 19\$ 9,600 19 9,824 19 7,700 19 7,404 29 7,200	...	...	...	...	...	2: 19 17,075 19 14,484	2: 19\$ 9,912 19 7,600	8: 19\$15,492 19 11,712 19 12,024 19 11,028 19 10,404 19 9,240 19 9,180 19 8,148	...
WYOMING	2: 19 9,960 19 9,624	...	...	...	...	...	...	...	19 12,120	19 10,644	19 12,552	...
CANAL ZONE .....	...	...	...	...	...	2: 19\$17,478 19 10,718	...	...	...	...	3: 19 14,340 19 11,233 19 9,320	...
PUERTO RICO ....	...	14: 19 11,400 29 9,000 19 8,400 69 7,500 19 7,080 19 6,840 29 6,600	7: 19 7,080 19 6,600 49 5,400 19 4,500	...	...	7: 19 12,000 19 8,400 29 5,700 39 4,800	6: 19\$ 7,800 19 6,900 19 4,860 39 3,960	...	7: 29 10,200 29 8,700 19 8,300 29 8,100	...	7: 19 13,200 19 12,000 19 10,200 49 9,600	...

a/ Capital outlay and debt service.

b/ State and federal combined.

c/ Averages shown are averages of minimum and maximum rates shown, not average salaries actually paid. Distribution within ranges not given.

d/ Includes columns 2 through 6.

e/ Maximum salaries shown here; only one officer shown for each salary reported because breakdown of number at each level was not stated.

f/ Includes columns 2 through 5.

g/ Maximum salaries shown here; ranges only given.

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
ALABAMA	1@ \$11,304	...	...	...	2: 1@ \$14,575 1@ 6,246	5: 1@ \$12,095 3@ 11,775 1@ 10,512	2: 1@ \$12,296 1@ 8,228	3: 1@ \$11,775 1@ 11,505 1@ 8,552	1@ \$13,385
ALASKA .....	...	1@ \$16,944	1@ \$16,944	...	...	1@ 16,944	...	3: 1@ 16,680 1@ 15,744 1@ 14,628	...
ARIZONA .....	...	...	...	4: 1@ \$13,812 1@ 11,424 2@ 8,262	...	2: 1@ 13,812 1@ 6,528	...	1@ 11,508	...
ARKANSAS (no data) ...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) .	...	...	...	...	...	...	...	...	...
COLORADO	1@ 12,048	2: 1@ 13,560 1@ 11,040	2@ 13,560	...	...	1@ 14,568	...	3: 1@ 12,552 1@ 9,624 1@ 7,632	...
CONNECTICUT .....	...	...	4: 1@ 17,494 2@ 16,917 1@ 15,309	...	1@ 16,917	...	...	...	...
DELAWARE	1@ 12,360	...	...	...	...	1@ 12,900	11: 1@ 12,400 1@ 10,500 1@ 10,000 1@ 9,300 1@ 8,880 1@ 7,890 1@ 7,800 2@ 7,680 1@ 7,440 1@ 7,000	1@ 14,560	...
FLORIDA .....	...	...	...	...	7: 1@ 24,996 1@ 19,188 1@ 16,584 1@ 16,500 1@ 15,480 1@ 12,492 1@ 10,884	1@ 7,956	2: 1@ 15,012 1@ 12,528	1@ 9,504	...
GEORGIA	1@ 10,896	4: 1@ 13,248 1@ 12,012 1@ 11,436 1@ 10,884	1@ 17,748	37: 1@ 14,604 1@ 12,252 1@ 11,436 1@ 10,260 1@ 9,624 1@ 9,228 3@ 9,025 1@ 8,868 1@ 8,448 12@ 7,932 12@ 7,380 1@ 6,840 1@ 6,720	...	4: 1@ 10,896 3@ 8,976	57: 2@ 17,748 1@ 16,104 3@ 13,248 1@ 11,436 3@ 10,896 5@ 10,380 2@ 9,888 4@ 9,420 6@ 8,976 6@ 8,544 7@ 8,136 5@ 7,752 3@ 7,380 7@ 7,032 2@ 6,696	17: 1@ 10,104 1@ 15,336 2@ 13,248 3@ 11,436 5@ 10,896 1@ 9,888 1@ 8,976 1@ 8,136 1@ 7,752 1@ 7,380	1@ 13,248
HAWAII	1@ 13,578	1@ 16,898	1@ 14,540	...	...	8: 1@ 16,278 1@ 15,471 1@ 13,968 1@ 12,034 1@ 10,279 2@ 9,863 1@ 9,501	13: 1@ 17,769 1@ 17,025 1@ 15,577 1@ 15,470 1@ 14,271 1@ 13,664 1@ 13,087 1@ 12,950 2@ 12,233 1@ 11,934 2@ 6,485	6: 1@ 15,264 1@ 13,836 1@ 10,270 1@ 10,086 1@ 9,094 1@ 7,748	2: 1@ 13,970 1@ 13,396
IDAHO .....	...	2: 1@ 11,940 1@ 11,280	1@ 12,000	2: 1@ 16,000 1@ 11,340	...	...	...	1@ 11,700	1@ 12,300

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education ^a	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
ILLINOIS (incomplete data) .....	...	...	...	...	...	...	...	...	...
INDIANA .....	...	3: 1: \$14,520 1: 12,850 1: 12,300	2: 1: \$13,380 1: 12,300	...	...	2: 1: \$13,380 1: 12,300	...	1: \$12,300	...
IOWA .....	...	2: 1: 15,106 1: 13,280	...	...	2: \$11,786	1: 14,110	...	...	...
KANSAS .....	...	1: 13,560	...	...	...	1: 13,560	...	1: 11,784	...
KENTUCKY	1: \$ 9,852	...	...	...	...	2: 10,344	...	2: 1: 11,976 1: 10,344	1: \$10,872
LOUISIANA (incomplete data) .....	...	...	...	...	...	...	...	...	...
MAINE (no data) .....	...	...	...	...	...	...	...	...	...
MARYLAND	1: 13,339	1: 12,357	...	...	...	2: 15,916	13: 4: \$15,603 1: 14,719 4: 12,357 1: 11,476 2: 10,213 1: 5,871	3: 1: 17,524 1: 16,235 1: 15,603	...
MASSACHUSETTS ^b	7: Average 14,235	6: Average 12,055	5: Average 12,055	...	...	2: 8,978	3: Average 15,756	29: Average 11,134	...
MICHIGAN .....	...	...	4: 1: 22,759 2: 16,245 1: 12,048	...	3: 1: 20,734 1: 14,887 1: 12,444	1: 19,272	...	458: 1: 16,808 2: 1: 73 3: 1: 54 2: 1: 313 2: 14,700 2: 14,073 2: 13,301 1: 13,196 2: 12,799 6: 12,549 1: 12,424 18: 12,131 4: 12,048 20: 11,547 7: 11,484 17: 11,004 1: 10,962 1: 10,858 1: 10,837 1: 10,691 33: 10,482 28: 10,106 4: 9,960 1: 9,688 44: 9,626 3: 9,438 81: 9,145 1: 8,853 2: 8,832 4: 8,665 2: 8,519 33: 8,477 1: 8,394 2: 8,185 34: 8,134 3: 8,081 1: 7,976 1: 7,726 6: 7,663 1: 7,579 2: 7,266 2: 7,245 1: 7,078 1: 6,744	...
MINNESOTA	1: 11,400	5: 1: 17,544 1: 16,224 1: 13,872 1: 13,344 1: 12,336	3: 1: 18,972 1: 17,544 1: 16,872	6: 1: \$17,544 2: 14,424 1: 13,872 1: 12,336 1: 9,012	...	2: 1: 15,000 1: 12,828	...	8: 1: 16,872 1: 15,600 1: 15,000 2: 11,856 3: 11,400	...

TABLE 4. PART A.--SALARIES PAID: PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES.
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education ²	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
MISSISSIPPI .....	...	2: 1@ \$13,000 1@ 10,500	20: 1@ \$14,000 2@ 13,000 4@ 12,500 7@ 11,500 1@ 11,000 2@ 10,500 3@ 9,750	...	9: 1@ \$14,000 1@ 13,000 1@ 12,750 2@ 12,500 2@ 11,500 1@ 10,750 1@ 10,000	1@ \$ 9,500	...	2: 1@ \$10,000 1@ 9,750	...
MISSOURI .....	...	...	...	...	2: 1@ 12,108 1@ 11,400	...	...	...	...
MONTANA	1@ \$12,500	1@ 14,000	...	3: d/ 2@ \$13,250 1@ 11,000	...	...	...	...	...
NEBRASKA	1@ 11,640	1@ 12,120	2@ 11,280	...	...	1@ 12,000	...	...	...
NEVADA .....	...	1@ 11,551	...	...	...	...	...	...	1@ \$12,630
NEW HAMPSHIRE	1@ 12,486	1@ 12,924	2@ 12,486	1@ 11,190	...	...	...	1@ 11,866	...
NEW JERSEY ²	2: 1@ 18,970 1@ 14,863	2: 1@ 20,910 1@ 18,970	4: 1@ 23,057 1@ 20,910 1@ 18,970 1@ 14,863	3: d/ 1@ 20,910 1@ 18,970 1@ 14,683	...	2: 1@ 18,970 1@ 14,863	...	...	...
NEW MEXICO (no data) .	...	...	...	...	...	...	...	...	...
NEW YORK	12: 1@ 19,490 2@ 17,620 1@ 16,945 3@ 15,895 2@ 15,370 1@ 14,845 1@ 13,795 1@ 13,270	17: 2@ 19,490 1@ 18,758 1@ 17,620 3@ 16,482 1@ 16,420 1@ 16,092 1@ 15,895 1@ 15,370 1@ 14,845 2@ 14,775 1@ 13,795 2@ 13,270	21: 1@ 20,714 1@ 20,102 1@ 19,235 1@ 18,758 2@ 18,189 1@ 17,628 2@ 17,620 1@ 17,192 1@ 16,945 1@ 16,623 2@ 16,482 1@ 15,913 4@ 15,895 2@ 14,845	4: 1@ 19,490 1@ 15,370 1@ 13,270 1@ 12,640	27: 1@ 21,525 1@ 20,211 1@ 19,751 1@ 18,897 1@ 18,895 3@ 18,240 2@ 17,620 3@ 17,051 2@ 15,913 1@ 15,370 4@ 14,775 1@ 12,905 1@ 12,427 1@ 11,244 1@ 10,820 2@ 8,584 1@ 8,040	1@ 11,352	16: 1@ \$19,490 1@ 18,261 1@ 17,620 1@ 15,895 2@ 15,370 1@ 14,775 1@ 14,100 6@ 13,270 1@ 12,585 1@ 11,668	117: 1@ 18,897 1@ 17,849 1@ 17,654 1@ 17,360 1@ 17,045 1@ 16,430 2@ 16,120 2@ 15,895 1@ 15,615 2@ 15,370 1@ 14,845 2@ 14,775 1@ 14,570 1@ 14,320 2@ 14,100 2@ 13,795 1@ 13,400 2@ 13,390 1@ 13,270 3@ 13,090 2@ 12,955 1@ 12,585 2@ 12,128 1@ 12,092 1@ 11,935 1@ 11,740 1@ 11,688 2@ 11,175 2@ 11,062 1@ 10,734 12@ 10,730 2@ 10,648 3@ 10,576 1@ 10,406 1@ 10,194 3@ 10,188 1@ 10,004 2@ 9,660 4@ 9,550 1@ 9,228 5@ 8,906 12@ 8,584 1@ 8,383 3@ 8,262 1@ 8,044 15@ 7,800 6@ 7,705 1@ 7,550	...
NORTH CAROLINA (no data) .....	...	...	...	...	...	...	...	...	...

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education ^{2/}	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
NORTH DAKOTA .....	...	2: 1@ \$12,600 1@ 10,800	2: 1@ \$14,400 1@ 12,600	1@ \$12,500	...	1@ \$11,700	...	3@ \$10,800	1@ \$10,800
OHIO .....	...	5: 1@ 16,328 2@ 14,976 1@ 13,104	4: 1@ 16,328 2@ 14,976 1@ 13,728	...	...	...	...	4: 1@ 16,328 2@ 14,976 1@ 13,104	...
OKLAHOMA	1@ \$10,260	...	...	13: 1@ 12,660 1@ 11,400 1@ 10,800 9@ 8,100 1@ 7,650	...	1@ 11,400	...	2: 1@ 11,400 1@ 10,260	1@ 11,400
OREGON	1@ 14,232	5: 1@ 16,476 3@ 14,232 1@ 12,900	2: 1@ 14,232 1@ 13,548	...	...	...	...	...	...
PENNSYLVANIA	3: 1@ 14,657 1@ 12,675 1@ 12,075	36: 1@ 18,725 7@ 15,387 10@ 14,657 1@ 13,979 2@ 13,301 8@ 12,675 5@ 12,075 2@ 11,501	...	...	20: 1@ \$20,629 1@ 17,839 2@ 16,978 1@ 16,170 2@ 15,387 2@ 14,657 1@ 13,979 3@ 13,301 5@ 12,075 1@ 10,954 1@ 9,923	16: 1@ 15,387 1@ 14,657 1@ 13,979 3@ 12,675 1@ 12,075 2@ 10,954 1@ 9,923 1@ 9,011 2@ 7,772 1@ 7,055 1@ 6,390 1@ 5,268	...	4: 1@ 14,657 3@ 12,675	...
RHODE ISLAND .....	...	1@ 11,466	1@ 11,024	...	...	1@ 10,530	1@ \$18,075	1@ 11,908	10: 1@ 14,600 1@ 11,810 2@ 10,445 1@ 9,480 1@ 9,470 3@ 8,595 1@ 8,185
SOUTH CAROLINA .....	...	7: 1@ 14,458 1@ 12,715 3@ 12,110 1@ 11,513 1@ 11,500	6: 1@ 14,458 1@ 13,770 2@ 12,715 1@ 12,110 1@ 10,200	...	...	3: 1@ 11,250 1@ 10,965 1@ 9,480	12: 1@ 15,120 1@ 13,126 1@ 12,110 3@ 11,577 1@ 11,236 2@ 11,025 2@ 10,574 1@ 9,955	3: 1@ 12,400 2@ 10,445	...
SOUTH DAKOTA	2: 1@ 12,000 1@ 9,000	2@ 10,200	1@ 10,200	...	...	1@ 10,000	...	...	...
TENNESSEE	4: 1@ 12,720 1@ 10,800 2@ 10,320	2: 1@ 12,240 1@ 10,320	1@ 12,240	2: 1@ 12,240 1@ 10,800	6: 2@ 19,440 1@ 17,640 2@ 13,200 1@ 11,760	3: 1@ 13,740 1@ 12,720 1@ 7,080	...	28: 1@ 12,240 4@ 11,760 1@ 11,280 3@ 10,800 2@ 10,320 4@ 9,900 1@ 9,480 6@ 9,060 1@ 8,200 3@ 7,800 2@ 7,440	1@ 11,760
TEXAS	1@ 10,872	2: 1@ 12,816 1@ 10,872	...	...	...	5: 1@ 14,148 2@ 11,232 1@ 7,560 1@ 6,852	...	5: 1@ 13,248 1@ 11,232 2@ 10,872 1@ 9,216	3: 1@ 14,628 1@ 13,248 1@ 8,628
UTAH .....	...	1@ 15,468	1@ 14,736	...	...	1@ 12,132	1@ 14,388	1@ 13,044	...
VERMONT .....	...	6: 1@ 12,636 1@ 12,376 2@ 10,686 1@ 10,400 1@ 10,114	1@ 14,000	5: 1@ 15,184 1@ 11,232 1@ 11,024 1@ 10,322 1@ 9,620	...	...	1@ 11,882	...	...

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education ^a	Instructive materials and audiovisual education	Television teaching	Library services	Technical services
1	2	3	4	5	6	7	8	9	10
VIRGINIA ^b .....	...	10: 1: \$15,000 9: 13,728	10: 1: \$17,150 3: 15,000 6: 13,728	9: 1: \$15,000 8: 13,728	...	5: 1: \$15,000 1: 14,328 1: 13,278 1: 12,000 1: 10,032	...	...	2: 1: \$15,000 1: 13,728
WASHINGTON (no data) ..	...	...	...	...	...	...	...	...	...
WEST VIRGINIA .....	...	10 13,380	10 12,180	...	...	1: 12,180	...	1: \$10,980	...
WISCONSIN	2: 1: \$14,900 1: 14,000	...	...	10 15,400	...	1: 15,700	...	14: 1: 15,936 1: 15,264 1: 14,784 1: 14,604 1: 14,100 1: 12,396 1: 12,336 1: 12,084 1: 11,940 1: 11,460 1: 10,776 1: 10,668 1: 9,888 1: 9,828	...
WYOMING .....	...	10 12,552	...	2: 10 13,548 10 10,836	...	...	...	10 11,616	10 12,132
CANAL ZONE .....	...	3: 10 19,000 10 15,620 10 13,580	3: 10 22,350 10 17,140 10 16,020	10 22,450	3: 1: \$19,100 10 16,740 10 16,400	10 16,090	...	...	...
PUERTO RICO	4: 10 10,200 10 10,140 10 8,940 10 8,640	...	...	7: 10 12,600 10 10,800 10 10,200 20 9,600 10 8,460 10 8,400	...	3: 10 11,400 10 8,340 10 7,740	6: 10 9,600 10 7,500 10 6,900 10 5,640 10 5,040 10 4,800	7: 10 11,400 10 10,200 10 9,240 10 7,440 10 7,340 20 5,000	...

a/ Including 2-year and 4-year colleges.

b/ Averages shown are averages of minimum and maximum rates, not average salaries actually paid. Distribution within ranges not given.

c/ Incomplete data furnished; salaries shown are maximums.

d/ Includes Indian Education.

e/ School for Migrant Children.

f/ Elementary and secondary education combined.

g/ Salaries shown are maximums.

TABLE 4. PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education							Other
					General	Agri- cultural	Business	Distri- butive	Home economics	Trade and industrial		
1	2	3	4	5	6	7	8	9	10	11	12	
ALABAMA	2: 1: \$13,388 1: 10,114	5: 2: \$11,775 1: 11,232 2: 10,700	11: a/ 1: \$15,158 1: 13,281 1: 11,958 1: 11,311 1: 11,281 1: 10,966 1: 10,700 1: 10,453 1: 10,410 1: 9,956 1: 8,967	4: 1: \$13,388 1: 11,775 1: 11,008 1: 10,742	...	5: 1: \$13,388 3: 11,775 1: 10,540	1: \$13,207	1: \$13,388	4: 1: \$13,388 3: 11,775	3: 1: \$13,388 2: 11,775	...	
ALASKA	1: 16,944	3: 2: 16,944 1: 13,596	22: 1: 20,172 2: 19,210 5: 16,944 7: 14,628 7: 12,636	...	...	...	1: 16,944	1: 16,944	...	1: 16,944	...
ARIZONA	2: 1: 12,966 1: 11,508	4: 1: 15,144 3: 12,996	64: 1: 18,522 1: 15,144 1: 14,688 2: 12,612 1: 12,288 2: 12,072 1: 11,712 1: 11,508 1: 11,424 1: 11,148 1: 10,812 1: 10,296 1: 9,744 1: 9,724 2: 9,696 5: 8,952 5: 8,724 19: 8,256 1: 8,100 5: 7,344 7: 6,984 4: 6,648	...	1: \$15,144	2: 1: 15,144 1: 12,996	2: 1: 15,144 1: 12,996	2: 1: 15,144 1: 12,996	3: 1: 15,144 1: 12,996 1: 11,508	1: 15,144	...	
ARKANSAS (no data)	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) .....	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2: 10,032	...	...	...	...	...	...	...	...	...	...
CONNECTICUT	3: 2: 18,648 1: 15,309	6: 1: 17,493 5: 14,773	117: 1: 16,340 1: 15,845 1: 15,763 2: 14,379 3: 13,967 3: 13,701 1: 13,535 3: 13,299 2: 12,897 10: 12,424 3: 12,093 2: 12,043 1: 11,691 5: 11,662 8: 11,281 9: 10,900 3: 10,519 2: 10,138 4: 9,817 11: 9,456 9: 9,095 1: 9,076 7: 8,519 3: 8,179 1: 8,086 2: 7,428 8: 7,170 9: 6,912 1: 6,655 1: 6,634	1: 17,494	...	1: 16,912	3: 1: 16,917 1: 15,186 1: 13,701	2: 1: 16,917 1: 13,701	2: 1: 16,917 1: 15,186	6: 1: 18,648 1: 18,071 2: 16,917 1: 15,845 1: 14,733	2: 1: \$14,773 1: 14,237	...
DELAWARE (Continued on next page)	2: 1: 13,980 1: 8,960	1: 13,260	28: 1: 14,560 1: 14,000 4: 13,660 1: 13,120 1: 12,360 1: 11,520 2: 11,400 1: 11,200 1: 11,160 1: 10,920 1: 10,680	1: 13,860	...	1: 13,860	1: 10,020	1: 13,960	1: 14,560	3: 1: 14,560 1: 13,620 1: 13,260	3: 1: 13,860 1: 13,680 1: 12,660	

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education							Other
					General	Agri- cultural	Business	Distri- butive	Home economics	Trade and industrial		
1	2	3	4	5	6	7	8	9	10	11	12	
DELAWARE (Con- tinued)			10\$10,320 10 10,080 10 9,960 10 9,840 10 9,720 10 9,540 20 8,760 30 8,640 10 8,400 10 7,680									
FLORIDA ^b /	7: 10\$19,200 10 13,956 10 13,608 10 13,260 20 13,068 10 12,984	7: 10\$20,004 10 14,472 10 14,460 10 14,064 10 13,992 10 13,488 10 13,368	...	...	...	7: 10\$19,884 10 14,652 10 14,460 10 14,208 20 13,092 10 12,468	7: 10\$17,868 10 14,940 10 14,760 10 14,448 10 13,380 10 12,360 10 11,952	...	7: 10\$16,020 10 13,584 10 13,748 20 13,068 10 12,564 10 12,516	5: 10\$20,352 10 14,748 10 12,804 10 12,468 10 9,576	...
GEORGIA	6: 20 16,104 20 12,612 10 11,436 10 9,888	5: 10 16,104 10 13,248 10 12,612 20 12,012	491: 10 16,908 50 16,104 10 15,336 10 14,604 50 13,908 100 13,248 60 12,612 230 12,012 50 11,437 560 10,896 350 10,380 440 9,888 580 9,420 730 8,976 590 8,544 470 8,136 150 7,752 230 7,380 40 7,032 130 6,696	2: 10\$13,248 10 11,436	78: 10\$16,104 10 15,336 30 13,248 10 12,612 10 12,012 20 10,896	8: 10 15,336 30 13,248 10 12,612 10 12,012 20 10,896	4: 10 15,336 30 13,248 10 10,896	4: 20\$16,104 10 13,248 10 10,896	7: 10 15,336 10 13,908 50 13,248	8: 40 16,104 10 13,248 20 8,976 10 7,752	...	
HAWAII	4: 10 16,898 10 16,278 10 14,807 10 13,574	...	...	10 14,752	...	...	2: 10 16,278 10 15,469	...	10 15,576	...	2: 10\$17,665 10 17,016
IDAHO	2: 10 11,280 10 10,920	...	10 12,420	10 10,200	...	...	...	...	...	...	...
ILLINOIS (in- complete data) .	...	...	...	...	...	...	...	...	...	...	...
INDIANA ^b /	10 12,300	10 12,840	...	2: 10 12,300 10 11,760	...	2: 10 12,840 10 12,300	2: 10 13,380 10 12,300	2: 10 13,380 10 12,300	2: 10 12,840 10 12,300	2: 10 12,840 10 12,300	3: 10 13,380 10 12,840 10 12,300	
IOWA	5: 10 15,853 10 15,272 10 14,100 20 12,616	2: 10 15,853 10 12,450	32: 10 18,177 40 16,434 10 16,200 20 15,853 10 15,272 10 15,150 20 15,023 10 14,608 10 14,442 30 14,110 10 13,985 30 13,612 10 12,310 10 12,100 20 12,000 10 11,240 20 10,960 10 10,790 20 10,600 10 10,458	2: 10 14,359 10 13,280	...	...	...	...	...	...	...
KANSAS	2: 10 13,560 10 12,324	2: 10 13,324 10 11,076	...	2: 10 12,924 10 11,829	2: 10 12,324 10 12,054	4: 10 14,916 10 12,324 10 11,244 10 9,856	2: 10 14,916 10 10,094	...	2: 10 13,560 10 11,160	4: 20 12,324 10 12,054 10 10,334	...	

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education							Other
					General	Agri- cultural	Business	Distrib- utive	Home economics	Trade and industrial		
1	2	3	4	5	6	7	8	9	10	11	12	
KENTUCKY	7: 20\$11,412 10 10,344 30 9,852 10 9,384	4: 10\$11,976 10 9,852 20 9,384	191: Average \$13,970	10\$14,556	96: Average \$15,800	5: 10\$11,976 30 11,412 10 9,852	2: 10\$ 9,852 10 9,384	20\$10,344	7: 20\$12,576 20 11,412 10 10,344 20 9,852	8: 10\$11,200 10 12,576 20 11,976 10 9,384 20 8,112 10 6,996	3: 10\$10,872 10 10,344 10 9,852	
LOUISIANA (in- complete data) .	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data) ..	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	3: 10 15,916 20 15,603	3: 10 15,916 20 15,603	225: 10 21,000 20 17,524 10 17,180 10 16,843 40 16,235 20 15,916 10 15,603 80 14,757 20 14,467 20 14,183 30 13,417 30 13,153 50 12,895 20 12,622 30 12,357 60 12,198 80 12,165 50 11,958 10 11,907 40 11,723 40 11,476 90 11,059 10 11,050 10 10,826 20 10,658 250 10,433 20 10,250 10 10,213 60 10,080 20 10,054 60 9,882 10 9,842 150 9,688 40 9,284 100 9,139 160 8,621 10 8,200 270 8,133 10 7,800 230 7,672 30 7,394 10 6,975	2: 10 15,603 10 13,380	...	10 15,916 10 12,357 10 13,885 2: 10 16,843 10 16,235	20 15,603	7: 10 15,916 10 14,719 10 13,885 40 12,357				
MASSACHUSETTS	17: Average 10,271	2: Average 13,322	...	2: Average 10,944	...	2: Average 12,832	10 11,240	10 11,240	3: Average 13,122	5: Average 12,055	4: Average 11,610	
MICHIGAN	5: 10 17,268 30 16,245 10 15,451	5: 10 18,270 20 16,245 10 15,451 10 10,691	459: 60 27,290 10 26,016 10 18,604 60 18,541 10 17,497 20 16,808 10 16,453 300 15,514 20 14,700 160 14,073 20 13,301 10 13,196 230 12,799 60 12,549 10 12,424 160 12,131 40 12,046 200 11,547 70 11,484 170 11,004 10 10,962 10 10,858 10 10,837 10 10,691 330 10,482 280 10,106 40 9,960 10 9,688 440 9,626 30 9,438 810 9,145	...	...	6: 10 19,272 40 16,245 10 9,897	4: 10 17,268 10 16,245 10 14,658 10 13,864	...	4: 10 19,272 20 16,245 10 15,451	6: 10 19,272 10 17,581 30 16,245 10 13,864	27: 10 20,734 20 19,272 10 17,268 20 16,245 120 15,514 10 15,451 20 14,700 10 14,658 10 13,885 20 13,071 10 12,048 10 8,853

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education						
					General	Agri- cultural	Business	Distri- butive	Home economics	Trade and industrial	Other
1	2	3	4	5	6	7	8	9	10	11	12
MICHIGAN (con- tinued)			205 8,853 20 8,832 40 8,665 20 8,519 330 8,477 10 8,394 20 8,185 340 8,134 30 8,081 10 7,976 10 7,726 60 7,663 10 7,579 20 7,266 20 7,245 10 7,078 10 6,744								
MINNESOTA/.....	2: 10\$17,544 10 15,000	4: 10\$16,224 10 13,344 10 12,336 10 11,856	159: 10 17,544 10 16,872 10 14,424 20 13,872 40 13,344 10 12,828 10 12,336 40 11,856 80 11,400 10 10,856 10 9,744 10 9,372 10 9,012 50 8,664 20 8,328 10 8,004 22: Average 11,735 16: Average 10,434 86: Average 9,270	3: 10\$14,424 10 11,400 10 10,956	6: 10\$16,872 10 16,224 10 15,040 20 14,424 10 8,004	4: 20\$13,872 20 13,344	2: 10\$13,344 10 11,400	3: 10\$14,424 10 13,872 10 13,344	4: 10\$15,600 10 12,828 10 12,336 10 11,856	21: 10\$15,600 50 15,000 10 12,828 80 14,424 20 12,828 10 11,856 10 11,400 10 10,128 20 8,328	...
MISSISSIPPI	6: 30 10,500 20 9,500 10 9,000	17: 10 12,500 10 12,000 10 11,500 40 10,500 40 10,250 40 9,750 20 8,500	205: 50 13,750 100 11,500 560 9,750 360 8,250 430 6,750 550 5,250	...	...	...	...	...	4: 10 13,000 20 11,500 10 10,250	...	...
MISSOURI	10 11,400	3: 10 12,108 20 11,400	190: 40 14,568 90 13,008 160 12,480 1260 10,392 350 9,264	10 11,400	...	6: 10 12,108 50 11,400	20 11,400	10 11,400	30 11,400	50 11,400	...
MONTANA	10 11,750	2: 10 13,000 10 12,500	...	...	6: 10 16,000 10 13,750 10 11,250 10 11,000 10 10,750 10 7,600	10 12,750	10 10,500	...	10 13,500	...	...
NEBRASKA	10 11,640	2: 10 11,820 10 9,600	54: 10 11,220 20 11,000 10 10,860 10 10,720 20 10,220 10 10,054 10 10,000 30 9,860 10 9,720 20 9,680 10 9,500 10 9,220 10 9,180 40 8,880 30 8,500 20 8,205 10 8,000 80 7,680 70 7,500 30 7,200 10 7,080 10 6,840 10 6,800 10 6,600 10 6,070 30 6,000	10 11,280	...	3: 10 11,820 10 10,380 10 9,600	10 10,380	10 11,820	2: 10 11,160 10 10,380	2: 10 11,160 10 10,380	10\$11,160

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Gen.	Vocational training and technical education						
						Agri- cultural	Business	Distri- butive	Home economics	Trade and Industrial	Other	
1	2	3	4	5	6	7	8	9	10	11	12	
NEVADA	2: 10\$14,040 10 12,734	2: 10\$14,040 10 12,734	...	...	...	10\$14,040	10\$12,734	10\$14,040	10\$14,040	2: 10\$14,040 10 10,472	...
NEW HAMPSHIRE	10 12,486	2: 10 10,714 10 8,455	68: 10\$15,900 40 12,486 70 10,186 220 9,743 130 8,590 100 7,249 110 6,044	10\$10,186	...	10 11,774	...	10 12,486	10 10,022	10 11,774	7: 10\$14,981 20 14,505 10 12,486 10 11,774 10 11,190 10 9,192	
NEW JERSEY/	4: 20 20,910 20 18,970	4: 10 27,057 10 27,910 10 18,970 10 14,863	...	2: 10 20,910 10 14,863	...	20 14,863	2: 10 18,970 10 14,863	2: 10 18,970 10 14,863	2: 10 18,970 10 14,863	2: 10 18,970 10 14,863	...	
NEW MEXICO (no data) .....	...	...	...	...	...	...	...	...	...	...	...
NEW YORK	44: 10 22,630 10 20,593 20 19,490 10 19,235 10 19,065 10 17,806 10 17,654 30 17,620 10 17,564 10 17,037 20 16,945 10 15,913 100 15,895 10 15,372 40 15,370 30 14,845 10 14,775 20 14,320 10 13,795 60 13,270	14: 10 19,490 10 18,232 20 15,370 40 14,485 10 13,795 10 13,571 40 13,270	305: 10 28,935 10 22,182 10 21,410 10 20,462 10 19,690 10 18,810 10 17,950 10 17,849 10 17,503 20 17,502 20 16,955 10 16,838 50 16,755 10 16,742 10 16,638 50 16,430 20 16,068 20 15,590 10 15,640 20 15,530 10 15,461 20 15,330 10 15,179 30 15,045 10 14,907 20 14,845 10 14,605 120 14,560 10 14,528 20 14,438 70 14,360 10 14,238 10 14,220 70 14,020 10 14,003 10 13,995 10 13,862 20 13,795 10 13,732 10 13,568 140 13,377 30 13,337 10 13,303 50 13,270 10 13,192 60 13,177 10 13,016 100 12,951 130 12,751 270 12,540 10 12,468 10 12,443 10 12,360 250 12,340 10 12,235 10 12,205 10 12,201 10 12,135 10 12,134 10 12,103 10 11,954 50 11,935 50 11,934 10 11,921 10 11,919 10 11,891 20 11,871 20 11,865 10 11,810	4: 10 17,620 10 10,730 20 9,660	...	5: 10 18,873 10 15,370 10 14,845 20 10,039	...	10: 10 19,486 10 16,488 10 16,420 10 14,845 20 14,320 20 13,270	6: 10 19,486 10 15,895 20 15,370 10 14,485 10 13,270	...	56: 10 19,720 10 18,540 30 17,829 20 17,302 20 16,180 10 15,025 10 15,590 10 15,310 10 14,845 10 14,360 10 13,875 10 13,670 10 13,400 20 12,905 40 12,516 30 12,128 10 11,965 50 11,915 10 11,740 10 11,352 10 10,964 20 10,576 10 10,188 10 9,947 10 9,800 20 9,660 20 9,522 30 8,903 20 8,820 20 8,584 10 7,725 20 7,705	

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education							Other
					General	Agric- ultural	Business	Distrib- utive	Home economics	Trade and Industrial		
1	2	3	4	5	6	7	8	9	10	11	12	
NEW YORK (Continued)			10\$11,807 10@ 11,728 1@ 11,587 1@ 11,572 7@ 11,528 1@ 11,525 1@ 11,498 9@ 11,322 1@ 11,201 1@ 11,191 2@ 11,140 2@ 11,126 13@ 11,122 1@ 11,090 1@ 11,036 13@ 10,916 4@ 10,730 19@ 10,716 1@ 10,534 4@ 10,510 9@ 10,395 1@ 10,334 7@ 10,310 1@ 10,295 2@ 10,196 29@ 10,195 1@ 10,116 1@ 9,660 2@ 9,020 3@ 8,820									
NORTH CAROLINA (no data) .....	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA .....	...	...	...	...	...	...	...	...	...	...	...
OHIO	4: 10\$16,328 1@ 14,976 2@ 14,352	4: 10\$16,328 1@ 14,976 1@ 13,728 1@ 13,104	104: g/ Median 9,755	...	...	4: 10\$16,328 2@ 14,976 1@ 14,352	3: 10\$16,328 2@ 13,104	10\$16,328	f/ 1@ 13,104	2: 10\$16,328 1@ 13,104	...
OKLAHOMA	5: 2@ 11,400 3@ 10,260	...	...	2: 10\$11,400 1@ 10,260	...	...	...	...	...	...	...
OREGON	2@ 14,232	...	...	2: 1@ 15,684 1@ 12,288	...	2@ 14,232	1@ 12,900	1@ 12,900	10\$14,232	6: 1@ 13,548 2@ 12,900 3@ 12,888	...
PENNSYLVANIA	4: 1@ 13,979 1@ 13,301 2@ 12,075	11: 1@ 15,387 2@ 14,657 1@ 13,979 1@ 13,301 3@ 12,675 3@ 12,075	...	5: 1@ 16,170 1@ 13,979 1@ 12,075 1@ 11,501 1@ 10,954	9: 10\$16,170 1@ 11,501 2@ 10,954 1@ 10,432 3@ 9,923 1@ 9,454	...	4: 1@ 16,978 2@ 12,675 1@ 12,075	3: 1@ 13,301 2@ 12,075	22: 1@ 16,170 1@ 13,301 10@ 12,675 2@ 12,075 2@ 11,501 1@ 10,954 1@ 10,432 5@ 9,923	8: 1@ 17,839 1@ 15,387 1@ 14,657 3@ 13,301 2@ 12,075	...	
RHODE ISLAND	2: 1@ 9,837 1@ 9,500	2: 1@ 11,024 1@ 10,530	10: 1@ 13,788 1@ 13,502 1@ 13,216 1@ 12,405 2@ 12,353 1@ 12,301 1@ 11,128 1@ 11,077 1@ 10,851	1@ 8,346	...	1@ 11,311	1@ 13,312	1@ 10,530	2: 1@ 11,311 1@ 10,530	2: 1@ 10,357 1@ 10,331	3: 10\$11,024 1@ 10,530 1@ 9,152	
SOUTH CAROLINA ...	12: 1@ 15,600 1@ 14,580 1@ 14,183 5@ 12,502 1@ 10,965 2@ 10,200 1@ 9,975	...	...	3: 1@ 12,433 1@ 9,480 1@ 8,833	...	8: 1@ 12,089 1@ 11,530 2@ 11,513 1@ 10,965 1@ 10,445 1@ 9,945 1@ 9,470	4: 1@ 13,045 1@ 10,445 2@ 9,945	2: 1@ 12,110 1@ 9,945	7: 1@ 13,351 1@ 11,512 1@ 10,980 2@ 10,965 1@ 9,945 1@ 9,470	12: 2@ 13,690 1@ 12,089 1@ 11,635 1@ 11,530 1@ 11,250 1@ 10,980 2@ 10,965 1@ 10,445 2@ 9,470	6: 1@ 12,400 1@ 12,110 2@ 10,445 1@ 10,200 1@ 9,945
SOUTH DAKOTA	2: 1@ 10,500 1@ 10,000	...	...	1@ 10,700	...	...	...	...	...	...	...
TENNESSEE	5: 1@ 13,740 1@ 11,280 2@ 10,800	14: 1@ 12,240 1@ 11,760 2@ 11,280	309: 1@ 13,740 4@ 13,440 1@ 13,200	2: 1@ 11,760 1@ 10,320	...	7: 1@ 12,720 1@ 11,760 1@ 10,800	3: 1@ 10,800 1@ 10,320 1@ 9,900	4: 2@ 10,800 1@ 10,320 1@ 9,900	7: 3@ 11,760 1@ 10,800 3@ 9,900	7: 1@ 12,240 1@ 10,800 3@ 10,320	6: 1@ 14,820 1@ 13,740 1@ 13,240	

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and de- velopment	Vocational rehabilita- tion and veterans training	Civil defense	Vocational training and technical education						
					General	Agri- cultural	Business	Distrib- utive	Home economics	Trade and industrial	Other
1	2	3	4	5	6	7	8	9	10	11	12
TENNESSEE (Con- tinued)	10\$10,320	20\$10,800 50 10,320 20 9,900 10 9,480	40\$12,720 70 11,760 50 11,280 110 10,800 170 10,320 110 9,900 190 9,480 50 9,060 650 8,640 80 8,220 790 7,800 300 7,440 20 6,720 10 6,360 170 6,000 60 5,640 170 5,340			30\$10,320 10 9,900				20\$ 9,900	20\$11,200 10 10,320
TEXAS	8: 10 14,628 10 12,000 10 11,232 40 10,872 10 7,080	7: 10 13,692 10 13,248 10 12,000 10 11,616 10 11,232 20 10,872	... 10 13,368	2: 10\$12,408 10 12,000	... 10\$15,468	15: 10 14,628 30 12,408 40 12,000 10 11,232 60 10,872	6: 10\$11,248 10 11,616 30 11,232 10 10,872	7: 10\$14,148 10 13,692 10 12,408 30 12,000 10 10,872	14: 10\$14,148 10 12,816 40 12,000 50 11,232 30 10,872	11: 10 14,148 10 12,408 20 11,000 10 11,616 30 11,232 30 10,872	38: 10 15,108 10 14,148 10 13,692 40 13,248 20 12,816 30 12,408 20 12,000 20 11,616 40 11,232 180 10,872
UTAH	10 15,096	10 10,020	103: 10 15,096 10 14,388 10 14,040 10 13,368 20 12,732 30 12,132 60 11,580 50 11,028 30 10,524 70 10,020 70 9,564 100 9,108 90 8,700 110 8,280 90 7,896 70 7,524 80 7,200 20 6,840 40 6,528 60 6,216	10 13,368	10\$15,468	10 15,468	10 12,132	10 10,524	2: 10 15,468 10 9,620	2: 10 14,040 10 10,524	2: 10 11,856 10 10,020
VERMONT	10 10,478	2: 10 10,114 10 8,424	... 10 9,802	... 10 9,802	... 10 12,844	10 11,648	... 10 11,648	2: 10 11,648 10 9,620	2: 10 12,220 10 11,128	... 10 11,128	... 10 11,128
VIRGINIA ^a	5: 10 15,000 40 13,728	4: 10 15,000 30 13,728	... 10 13,728	... 10 13,728	... 10 13,728	10: 10 15,000 90 13,728	4: 10 15,000 30 13,728	5: 10 15,000 40 13,728	9: 10 15,000 80 13,728	7: 10 15,000 60 13,728	8: 30 15,000 30 13,728 20 9,600
WASHINGTON (no data) .....	...	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA	2: 10 12,780 10 11,580	3: 10 12,180 20 11,580	... 10 11,580	... 10 11,580	... 10 11,580	4: 20 12,780 10 10,980 10 10,060	3: 10 11,580 10 10,980 10 10,440	... 10 11,580 10 10,440	2: 10 13,380 10 12,780	3: 10 13,380 20 10,980	2: 10 11,580 10 10,440
WISCONSIN .....	...	...	... 10 10,836	... 10 12,120	10 17,532	3: 10 16,750 10 15,450 10 15,240	10 14,900	10 15,900	2: 10 14,950 10 13,428	10 15,275	... 10 15,275
WYOMING	10 12,552	2: 10 11,700 10 10,836	10 10,836	10 12,120	10 12,552	2: 10 12,552 10 8,256	...	...	10 12,552	...	... 10 8,256
CANAL ZONE .....	...	...	...	...	...	...	...	...	...	...	...
PUERTO RICO	8: 10 10,800 10 10,140 10 9,840 20 9,540 10 9,240 10 8,340 10 8,240	4: 10 10,200 10 8,940 10 7,740 10 7,440	... 10 9,600 10 6,900	2: 10 9,600 10 6,900	... 10 9,600 10 6,900	7: 10 10,140 20 9,540 10 9,240 30 8,940	7: 10 9,840 10 9,240 40 8,040 10 7,840	3: 10 19,540 10 8,340 10 7,840	7: 10 9,540 30 8,940 30 8,040	7: 10 10,560 50 8,940 10 8,640	7: 10 12,600 10 10,200 10 9,600 40 8,100

a/ Eleven salaries given but 158 positions indicated with no distribution shown.

b/ Number of positions indicated is in excess of the number shown here, but insufficient data were given to make a proper distribution.

c/ Averages shown are averages of minimum and maximum rates, and are not necessarily averages of salaries actually paid.

d/ Maximum salaries shown here; number of positions indicated is in excess of the number shown here, but insufficient data were given to make a proper distribution.

e/ Highest salary shown \$20,384; lowest, \$9,360.

f/ 10 positions indicated but no salary data provided.

g/ Maximum salaries shown here.

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES,
BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Subject area									
	Art education	Mathe- matics	Science	Social studies	Foreign lan- guages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
ALABAMA	4: 10\$11,875 20 11,775 10 10,184	2: 10\$11,775 10 11,445	4: 20\$13,388 20 11,775	3: 10\$11,775 10 11,120 10 11,092	10\$11,775	4: 10\$13,388 10 11,415 10 10,980 10 10,924	30\$11,775	10\$11,775	...	...
ALASKA .....	...	...	10 16,944	10 16,944	...	...	...	...	...	...
ARIZONA .....	...	10 13,812	...	...	10 14,244	...	10 13,812	...	10\$13,812	...
ARKANSAS (no data) .....	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) .....	...	...	...	...	...	...	...	...	...	...
COLORADO .....	...	10 13,560	10 11,544	10 12,552	10 15,576	10 12,012	...	10 14,568	10 13,560	10\$13,056
CONNECTICUT	10 16,340	10 18,071	10 15,186	10 18,071	10 18,071	2: 10 18,648 10 15,186	10 16,340	10 18,648	10 17,494	...
DELAWARE	10 14,560	2: 10 14,980 10 14,380	2: 10 15,280 10 14,980	2: 10 14,560 10 13,360	10 14,560	10 14,560	10 14,560	10 12,180	3: 10 15,280 10 15,760 10 14,560	...
FLORIDA	10 14,808	...	2: 10 14,748 10 11,904	10 11,904	10 15,696	5: 10 17,724 10 16,728 10 13,680 10 13,644 10 11,904	10 15,504	...	...	...
GEORGIA	10 13,248	2: 10 16,104 10 10,380	3: 10 15,336 10 13,248 10 11,436	...	2: 10 13,248 10 10,380	2: 10 12,012 10 10,896	2: 10 13,248 10 12,012	2: 10 16,104 10 13,248	10 14,604	...
HAWAII	10 16,166	10 16,278	10 16,166	10 11,730	10 14,806	2: 10 16,278 10 15,216	10 16,278	10 16,278	...	3: 10 16,166 10 14,807 10 12,234
IDAHO .....	...	10 11,280	10 11,460	10 12,240	...	10 11,280	10 10,920	...	...	...
ILLINOIS (no data) .....	...	...	...	...	...	...	...	...	...	...
INDIANA	10 12,840	10 12,300	10 13,380	10 12,300	10 12,300	...	10 12,300	10 12,300	...	...
IOWA .....	...	...	...	...	...	...	...	...	...	10 14,110
KANSAS	10 11,784	10 11,784	10 11,784	2: 10 11,784 10 10,743	10 11,784	10 12,324	10 11,784	10 11,166	2: 10 12,924 10 10,743	...
KENTUCKY	10 10,872	10 9,852	10 9,852	...	...	2: 10 11,412 10 9,852	10 11,976	...	...	...
LOUISIANA (incomplete data) .....	...	...	...	...	...	...	...	...	...	...
MAINE (No data) .....	...	...	...	...	...	...	...	...	...	...
MARYLAND	10 16,235	10 15,603	10 15,916	10 15,603	10 13,885	10 16,235	10 16,235	10 14,719	2: 10 15,916 10 15,889	...
MASSACHUSETTS ^{a/}	10 12,870	...	4: Average 12,055	7: Average 12,055	2: 10 19,808 10 8,978	4: Average 11,981	2: 10 12,870 10 19,808	10 12,870	2: 10 12,870 10 11,240	8: Average 10,058
MICHIGAN .....	...	...	10 16,245	...	...	2: 10 19,272 10 16,245	...	...	...	40 16,245
MINNESOTA	10 13,872	10 15,000	10 14,424	10 13,872	10 14,424	2: 10 16,224 10 13,872	10 15,000	10 15,000	10 11,856	2: 10 14,424 10 12,336
MISSISSIPPI .....	...	...	...	...	...	10 10,000	10 11,250	...	10 10,000	...
MISSOURI	10 11,400	20 11,400	20 11,400	20 11,400	10 11,400	...	...	...	...	...
MONTANA .....	...	...	10 15,500	...	10 14,000	10 10,500	10 12,880	...	...	10 12,500
NEBRASKA .....	...	...	...	10 11,460	10 10,380	10 10,380	...	...	10 11,280	...
NEVADA .....	...	10 14,040	10 14,749	10 14,040	...	10 14,040	...	...	...	...

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES,
BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Subject area									
	Art education	Mathe- matics	Science	Social studies	Foreign lan- guages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
NEW HAMPSHIRE	1@ \$12,486	1@ \$12,486	1@ \$10,010	1@ \$12,486	1@ \$11,281	...	...	...	1@ \$12,486	...
NEW JERSEY	1@ 18,970	1@ 18,970	1@ 18,970	1@ 18,970	1@ 18,970	2: 1@ \$20,910 1@ 18,970	...	...	...	...
NEW MEXICO (no data) ....	...	...	...	...	...	...	...	...	...	...
NEW YORK	4: 1@ 19,490 2@ 14,845 1@ 13,795	7: 1@ 19,490 3@ 16,420 1@ 15,895 1@ 15,370 1@ 13,270	6: 1@ 19,490 2@ 16,420 1@ 15,895 1@ 13,795 1@ 10,730	6: 1@ 19,490 1@ 16,945 1@ 16,420 1@ 15,795 1@ 15,045 1@ 14,845	6: 1@ 19,490 1@ 16,482 1@ 16,420 1@ 15,895 1@ 13,845 1@ 13,270	11: 1@ 21,760 1@ 19,490 1@ 17,540 1@ 16,995 1@ 16,420 1@ 15,895 1@ 15,370 1@ 15,370 1@ 12,955 1@ 12,516 1@ 10,730 1@ 15,640	4: 1@ \$18,266 1@ 14,845 1@ 14,320 1@ 13,795	15: 1@ \$19,486 1@ 18,174 3@ 16,945 3@ 15,895 3@ 15,370 4@ 13,270	11: 1@ 19,490 1@ 17,042 2@ 16,945 2@ 15,895 1@ 15,370 2@ 14,845 1@ 14,370 1@ 13,270	...
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA .....	...	1@ 11,700	1@ 11,700	1@ 11,700	1@ 11,700	...	...	...	...	...
OHIO	1@ 14,976	1@ 14,976	1@ 14,976	1@ 14,976	1@ 14,976	4@ 14,976	1@ 14,976	1@ 14,976	...	...
OKLAHOMA .....	...	...	...	...	1@ 10,260	...	...	...	1@ 10,260	...
OREGON .....	...	1@ 12,288	1@ 14,232	1@ 12,288	...	1@ 14,232	1@ 12,900	1@ 13,548	...	...
PENNSYLVANIA	2: 1@ 15,387 1@ 12,075	5: 1@ 16,978 1@ 14,657 1@ 13,301 1@ 12,675 1@ 12,075	5: 1@ 16,170 1@ 15,387 1@ 14,657 1@ 13,979 2@ 12,675	5: 1@ 15,387 1@ 14,657 1@ 13,979 2@ 12,675	3: 1@ 14,657 1@ 13,301 1@ 12,675	4: 1@ 16,170 1@ 13,979 1@ 12,675 1@ 12,075	2: 1@ 16,170 1@ 12,675	3: 2@ 14,657 1@ 13,301	3: 1@ 14,657 1@ 13,301 1@ 12,675	1@ \$13,301
RHODE ISLAND	1@ 11,024	1@ 11,220	1@ 11,220	1@ 11,024	1@ 10,530	1@ 12,610	1@ 11,908	5: 1@ 14,619 1@ 13,527 1@ 11,406 1@ 11,024 1@ 10,520	...	1@ 11,466
SOUTH CAROLINA .....	...	2: 1@ 12,400 1@ 12,000	1@ 11,250	1@ 11,810	...	2: 1@ 11,810 1@ 10,710	1@ 12,000	...	2: 1@ 12,000 1@ 11,500	1@ 14,458
SOUTH DAKOTA .....	...	...	...	...	...	1@ 11,000	...	...	...	3@ 14,400
TENNESSEE	1@ 11,760	1@ 11,760	1@ 12,240	1@ 10,800	1@ 11,760	2: 1@ 11,280 1@ 10,800	...	1@ 10,320	...	1@ 11,280
TEXAS	1@ 10,872	3: 1@ 13,692 2@ 10,872	3: 1@ 13,248 1@ 11,232 1@ 10,872	5: 1@ 12,816 4@ 11,232	4: 1@ 13,248 1@ 11,232 2@ 10,872	2: 1@ 12,816 1@ 10,872	2@ 10,872	1@ 10,872	5: 1@ 12,816 1@ 11,232 3@ 10,872	1@ 13,248
UTAH	1@ 12,432	1@ 15,468	1@ 12,432	1@ 11,580	...	1@ 15,468	...	1@ 12,732	2: 1@ 13,368 1@ 11,580	...
VERMONT	1@ 10,816	1@ 10,296	b/	1@ 12,584	...	2: 1@ 13,260 1@ 11,648	...	1@ 10,920	...	...
VIRGINIA ^{c/}	3: 1@ 15,000 2@ 13,728	4: 1@ 15,000 3@ 13,728	4: 1@ 15,000 3@ 13,728	3: 1@ 15,000 2@ 13,728	2: 1@ 15,000 1@ 13,728	4: 1@ 15,000 3@ 13,728	4: 1@ 15,000 3@ 13,728	2: 1@ 15,000 1@ 13,728	...	...
WASHINGTON (no data) ....	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA	1@ 11,580	1@ 11,580	1@ 10,980	2: 1@ 16,380 1@ 10,980	1@ 10,980	1@ 10,980	1@ 11,580	1@ 10,980	...	...
WISCONSIN	1@ 15,000	1@ 15,000	2: 1@ 15,725 1@ 14,480	1@ 15,225	1@ 15,800	1@ 15,675	1@ 15,645	1@ 13,950	1@ 13,428	...
WYOMING .....	...	1@ 10,836	...	1@ 10,836	1@ 10,836	...	...	1@ 10,836	...	...
CANAL ZONE .....	...	...	...	...	...	3: 1@ 17,740 1@ 15,380 1@ 12,830	2: 1@ 16,480 1@ 12,834	...	...	1@ 18,810

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES,
BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Subject area									
	Art education	Mathe- matics	Science	Social studies	Foreign lan- guages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
PUERTO RICO	4: 10\$15,000 10 9,540 10 8,040 10 8,000	...	4: 10\$11,400 10 9,660 10 8,340 10 8,040	3: 10\$11,400 10 9,240 10 8,040	...	5: 10\$12,000 20 11,400 10 8,640 10 8,400	2: 10\$ 9,590 10 8,040	7: 10\$ 9,540 10 9,360 10 9,240 10 8,940 20 8,340 10 8,040	...	...

a/ Average salaries shown are averages of minimum and maximum rates.

b/ Included with mathematics.

c/ Salaries shown are maximums.

Table 6 begins on page 50.

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE SERVICES AND PUPIL PERSONNEL PROGRAMS AND SER-

State	Employed personnel services				Guidance and testing	School health ^{b/}	School lunch program	School safety
	Teacher certification and professional standards	Teacher education ^{a/}	General personnel	Others				
1	2	3	4	5	6	7	8	9
ALABAMA	1@ \$11,775	...	...	...	3: 1@ \$13,387 1@ 10,742 1@ 8,448	...	5: 1@ \$14,432 1@ 13,388 1@ 13,254 1@ 11,775 1@ 11,007	6: 1@ \$12,701 1@ 7,626 1@ 7,160 2@ 6,253 1@ 5,064
ALASKA	1@ 16,944	...	...	...	1@ 16,944	...	1@ 13,596	...
ARIZONA	3: 1@ 12,228 2@ 8,256	...	...	...	6: 1@ 15,144 1@ 13,812 2@ 12,996 2@ 11,508	1@ \$13,812	3: 1@ 12,500 1@ 11,000 1@ 8,262	...
ARKANSAS (no data) .	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...
COLORADO	1@ 13,560	...	...	...	3: 2@ 13,056 1@ 12,048	...	...	...
CONNECTICUT	3: 1@ 14,773 1@ 14,237 1@ 7,170	2: 1@ \$18,071 ^{c/} 1@ 15,186	...	...	3: 1@ 18,071 1@ 16,340 1@ 9,199	1@ 11,691	4: 1@ 16,917 2@ 11,691 1@ 11,289	...
DELAWARE	2: 1@ 14,580 1@ 10,620	1@ 15,060	...	...	1@ 14,080	1@ 12,960	1@ 12,900	...
FLORIDA ^{d/}	7: 1@ 19,596 1@ 11,292 2@ 10,560 1@ 10,044 1@ 9,636 1@ 9,588	3: 1@ 18,132 1@ 16,836 1@ 9,180	...	...	3: 1@ 14,076 2@ 11,904	...	7: 1@ 14,712 1@ 13,692 1@ 10,884 4@ 10,404	...
GEORGIA	1@ 16,104	4: 1@ 14,604 2@ 13,248 1@ 9,888	...	2: 1@ \$13,248 1@ 10,896	9: 2@ 16,104 3@ 13,248 1@ 12,012 2@ 10,896 1@ 10,380	...	7: 1@ 16,104 6@ 12,012	...

(Continued on next page)

TIVE, AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL
VICES: STATE DEPARTMENTS OF EDUCATION, 1969-70

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
3:	1@ \$15,147	2:	8:	...	...	2@ \$20,325	...	1@ \$11,775	...
1@ \$10,937		1@ \$13,458	1@ \$12,246						
1@ 10,310		1@ 11,064	1@ 10,541						
1@ 10,171			1@ 10,514						
			1@ 10,188						
			1@ 10,136						
			1@ 9,920						
			1@ 9,838						
			1@ 9,718						
...	...	...	2@ 16,944	...	...	...	1@ \$13,596	...	...
...	1@ 12,228	...	5:	...	...	...	...	...	...
			1@ 9,151						
			1@ 9,013						
			1@ 6,830						
			1@ 6,521						
			1@ 6,310						
...
...
...	1@ 11,040	1@ 13,056	8:	4:	1@ \$12,048	1@ 12,048	...	...	...
			2@ 14,064	1@ \$15,072					
			1@ 13,560	2@ 14,568					
			2@ 13,056	1@ 12,552					
			1@ 12,552						
			1@ 11,040						
			1@ 9,528						
...	1@ 13,701	...	3:	5:	5:	1@ 18,648	...	1@ 8,202	...
			1@ 18,648	1@ 14,773	1@ 16,917				
			1@ 18,071	1@ 14,237	1@ 15,845				
			1@ 15,309	3@ 13,701	1@ 14,773				
					1@ 9,972				
					1@ 9,601				
2:	1@ 13,960	1@ 15,060	1@ 13,980	...	...	...	...	1@ 14,580	...
1@ 13,120									
1@ 12,900									
5:	...	7:	...	7:	...	...	1@ 15,792	...	...
1@ 19,224		1@ 17,568		1@ 17,724					
1@ 16,704		1@ 14,976		1@ 14,460					
1@ 12,048		3@ 13,620		1@ 14,028					
1@ 11,544		1@ 13,092		2@ 12,504					
1@ 11,472		1@ 11,904		1@ 12,468					
				1@ 11,904					
6:	1@ 12,612	7:	89: e/	...	1@ 12,612	...	1@ 10,380	...	1@ \$12,012
1@ 16,104		1@ 14,604	2@ 17,748						
2@ 12,012		1@ 13,248	2@ 13,248						
1@ 9,888		2@ 12,612	1@ 12,012						
1@ 9,420		1@ 12,012	1@ 11,436						
1@ 8,976		2@ 10,896	3@ 10,896						
			2@ 10,380						
			2@ 10,068						
			2@ 9,828						
			5@ 9,420						
			3@ 8,976						
			6@ 8,556						
			1@ 8,508						
			14@ 8,208						
			6@ 8,088						
			1@ 7,908						
			4@ 7,596						
			3@ 7,296						

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services ^a				Guidance and testing	School health ^{b/}	School lunch programs	School safety
	Teacher certifica- tion and profea- sional standards	Teacher educat- ion ^{a/}	General personnel	Others				
1	2	3	4	5	6	7	8	9
GEORGIA								
(Continued)								
HAWAII	1@ \$14,173	3: 1@ \$16,166 1@ 15,576 1@ 14,908	...	7: 2@ \$16,728 1@ 16,032 2@ 15,576 1@ 13,666 1@ 10,967	2@ \$16,278	...	6: 1@ \$14,715 1@ 13,176 1@ 13,124 1@ 13,020 1@ 12,552 1@ 11,388	...
IDAHO	2: 1@ 12,060 1@ 11,040	...	...	...	1@ 12,780	...	3: 1@ 12,780 2@ 9,600	...
ILLINOIS (no data)	...	...	...	...	...	...	...	...
INDIANA	2: 1@ 12,840 1@ 12,300	...	...	1@ 12,300	2: 1@ 12,840 1@ 12,300	1@ \$12,300	2: 1@ 13,380 1@ 12,300	1@ \$12,300
IOWA	5: 1@ 16,185 4@ 14,110	...	...	...	4: 1@ 15,853 1@ 14,110 1@ 13,280 1@ 12,450	1@ 14,110	4: 1@ 15,853 1@ 14,110 1@ 10,500 1@ 9,960	...
KANSAS	6: 1@ 10,740 1@ 9,324 1@ 8,220 3@ 8,088	1@ 11,784	1@ \$ 9,404	...	...	...	6: 1@ 11,784 1@ 10,740 1@ 8,790 1@ 8,158 1@ 7,597 1@ 7,418	...
KENTUCKY	2@ 9,852	2: 1@ 12,576 1@ 9,384	...	...	...	...	12: 1@ 11,976 2@ 11,412 1@ 10,872 1@ 9,384 4@ 8,940 3@ 8,520	...
LOUISIANA (no data).	...	...	...	...	...	...	...	...
MAINE (no data) ....	...	...	...	...	...	...	...	...
MARYLAND	9: 1@ 17,524 1@ 15,916 1@ 14,183 1@ 9,882 2@ 9,688 2@ 8,621 1@ 7,672	3: 2@ 17,524 1@ 12,357	...	...	2: 1@ 15,916 1@ 12,357	7: 2@ 17,524 2@ 15,916 1@ 15,603 2@ 12,357	4: 1@ 17,524 1@ 15,916 1@ 13,885 1@ 11,233	1@ 10,213

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil trans- portation	Driver education and/or training	Excep- tional children	Handi- capped children	Disad- vantaged children	Social work	Psycho- logical services	Scholar- ship and examina- tion	High- school equiva- lency	Other
10	11	12	13	14	15	16	17	18	19
			5@ \$ 7,140 6@ 6,996 3@ 6,864 6@ 6,540 4@ 6,228 7@ 6,084						
1@ \$16,166	...	1@ \$11,721	3: 1@ 17,789 1@ 12,626 1@ 12,454	...	1@ \$15,264	1@ \$16,278	...	...	...
...	2: 1@ \$11,040 1@ 10,560	...	3: 1@ 14,100 1@ 12,180 1@ 10,200	3: 1@ \$12,000 1@ 10,920 1@ 10,200	...	...	...	...	...
...
1@ 12,300	1@ 12,300	...	2: 1@ 12,840 1@ 12,300	1@ 12,300	1@ 12,300	1@ 12,300	...	...	...
1@ 17,015	4: 1@ 15,853 2@ 14,110 1@ 12,450	...	7: 1@ 16,434 2@ 15,853 1@ 14,608 1@ 14,110 1@ 11,900 1@ 11,620	...	...	1@ 13,280	...	...	...
1@ 11,784	1@ 12,824	£/	10: 1@ 14,220 1@ 13,454 1@ 11,784 2@ 11,559 1@ 11,253 1@ 10,574 3@ 9,783	...	1@ 11,604	...	1@ \$14,220	...	...
3: 1@ 10,872 2@ 9,852	1@ 9,384	1@ 10,872	9: 1@ 13,200 1@ 12,576 1@ 11,412 1@ 10,872 1@ 10,344 1@ 9,852 2@ 9,384 1@ 8,112	1@ 9,384	1@ 10,344	...	...	...	...
...
...
3: 1@ 16,235 1@ 14,719 1@ 11,907	3: 1@ 14,719 1@ 12,357 1@ 11,233	...	7: 3@ 15,603 2@ 14,719 1@ 14,183 1@ 13,885	5: 1@ 17,180 2@ 15,916 1@ 15,603 1@ 12,357	...	1@ 13,339	...	1@ \$15,603	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services				Guidance and testing	School health ^{b/}	School lunch program	School safety
	Teacher certifica- tion and profes- sional standards	Teacher educa- tion ^{a/}	General personnel	Others				
1	2	3	4	5	6	7	8	9
MASSACHUSETTS ^{g/}	3: average \$13,697	1@ \$12,870	...	2: 1@ \$17,943 1@ 10,109	4: average \$11,644	9: average \$12,055	12: average \$12,268	...
MICHIGAN	5: 1@ 11,171 2@ 9,897 1@ 8,853 1@ 7,851	1@ 14,887	...	...	4@ 16,245	4: 2@ 16,425 2@ 14,658	4: 1@ 17,581 2@ 14,887 1@ 11,046	...
MINNESOTA	1@ 13,344	...	...	1@ 15,000	3: 1@ 16,872 1@ 15,000 1@ 14,424	...	5: 1@ 13,872 1@ 12,828 1@ 9,372 1@ 9,012 1@ 8,664	...
MISSISSIPPI	3: 1@ 13,500 1@ 8,500 1@ 7,500	...	...	...	2: 1@ 13,500 1@ 9,500	2: 1@ 11,250 1@ 8,500	9: 1@ 13,000 1@ 11,500 2@ 10,500 1@ 9,500 1@ 8,500 2@ 7,500 1@ 6,500	...
MISSOURI	3: 1@ 12,108 1@ 9,360 1@ 7,080	...	...	...	5: 1@ 12,108 4@ 11,400	...	7: 1@ 11,400 1@ 11,148 2@ 10,800 1@ 10,020 1@ 7,800 1@ 7,716	...
MONTANA	1@ 13,250	...	...	...	...	...	2: 1@ 13,250 1@ 10,000	...
NEBRASKA	2: 1@ 12,780 1@ 10,560	1@ 9,600	...	...	3: 2@ 11,820 1@ 11,640	...	2: 1@ 11,640 1@ 9,600	...
NEVADA	2: 1@ 10,472 1@ 7,449	...	...	1@ 8,210	2@ 14,040	...	1@ 12,734	...
NEW HAMPSHIRE	1@ 14,405	1@ 7,818	...	...	1@ 12,486	1@ 11,866	2: 1@ 11,866 1@ 10,010	...
NEW JERSEY ^{h/}	3: 1@ 23,057 1@ 20,910 1@ 18,970	3: 1@ 23,057 1@ 20,910 1@ 18,970	...	5: 1@ 23,057 1@ 18,970 1@ 14,863 2@ 12,839	2: 1@ 18,970 1@ 14,863	3: 1@ 18,970 2@ 14,863	2: 1@ 18,970 1@ 12,839	1@ \$18,970

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil trans- portation	Driver education and/or training	Excep- tional children	Handi- capped children	Disad- vantaged children	Social work	Psycho- logical services	Scholar- ship and examina- tion	High- school equiva- lency	Other
10	11	12	13	14	15	16	17	18	19
...	2: average \$10,924	1@ \$10,109	8: average \$11,866	6: average \$11,301	1@ \$12,870	...	...	4: average \$10,924	...
2: 1@ \$16,245 1@ 12,424	3: 1@ 19,272 2@ 16,245	...	6: 3@ 16,245 3@ 15,451	20: 1@ 22,759 2@ 19,272 1@ 17,268 1@ 16,683 10@ 16,245 1@ 14,658 1@ 13,864 1@ 13,426 1@ 12,444 1@ 11,797	1@ 16,245	...	9: 2@ \$16,245 1@ 14,658 1@ 13,196 1@ 12,444 1@ 10,691 1@ 8,853 1@ 8,603 1@ 8,143	...	...
2: 1@ 15,000 1@ 10,128	2@ 11,400	1@ 11,400	8: 1@ 16,224 1@ 14,424 1@ 13,344 1@ 12,828 2@ 12,336 2@ 11,400	...	...	...	...	...	...
1@ 10,500	1@ 13,000	4: 1@ 11,500 2@ 9,500 1@ 8,500	1@ 8,500	...	...	...	...	...	...
...	...	<u>f/</u>	4: 1@ 12,108 3@ 11,400	<u>f/</u>	...	...	...	...	...
...	1@ 12,000	1@ 12,500	...	1@ 9,000	...	...	...	...	...
2: 1@ 11,460 1@ 8,400	1@ 10,380	1@ 10,560	8: 1@ 12,780 1@ 11,460 2@ 10,380 1@ 10,260 3@ 9,600	6: 1@ 11,820 2@ 11,460 1@ 11,280 1@ 10,380 1@ 9,600	...	...	...	1@ 11,280	...
...	...	1@ 12,734	...	...	...	...	1@ 7,449	1@ 5,844	...
...	1@ 12,486	...	2: 1@ 12,486 1@ 11,866	4: 1@ 13,374 1@ 12,486 1@ 11,866 1@ 11,774	...	...	...	...	...
2: 1@ 23,057 1@ 18,970	1@ 18,970	62: g/ average \$18,965	...	...	...	...	...	...	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certifica- tion and profes- sional standards	Teacher educa- tion ^a	General personnel	Others	Guidance and testing	School health ^b / b/	School lunch program	School safety
1	2	3	4	5	6	7	8	9
NEW MEXICO (no data)	...	...	...	...	...	...	...	...
NEW YORK	12: 1@ \$21,879 1@ 19,065 1@ 15,895 1@ 14,845 2@ 13,795 1@ 12,955 1@ 12,585 1@ 11,965 3@ 11,244	17: 1@ \$21,521 1@ 20,868 1@ 18,240 3@ 17,051 1@ 16,430 1@ 15,913 2@ 15,344 3@ 14,775 2@ 11,935 1@ 8,262 1@ 7,705	15: 1@ \$17,315 1@ 15,110 1@ 14,706 1@ 14,020 1@ 13,090 1@ 12,585 1@ 11,740 3@ 10,188 1@ 9,984 1@ 9,660 1@ 9,070 1@ 8,584 1@ 7,705	...	35: 1@ \$23,309 1@ 19,490 1@ 18,810 1@ 18,189 2@ 17,620 1@ 17,042 3@ 15,895 4@ 15,640 2@ 15,179 1@ 14,845 1@ 14,320 2@ 13,795 1@ 13,270 2@ 13,230 1@ 12,959 1@ 11,740 1@ 11,241 6@ 10,730 2@ 8,584 1@ 7,800	9: 1@ \$27,044 1@ 23,790 1@ 20,714 1@ 17,514 1@ 15,895 1@ 12,955 3@ 10,730	11: 1@ \$16,945 1@ 16,430 1@ 14,360 2@ 13,845 2@ 13,400 1@ 10,730 3@ 6,860	4: 1@ \$14,775 2@ 13,270 1@ 10,730
NORTH CAROLINA (no data) .....	...	...	...	...	...	...	...	...
NORTH DAKOTA	2: 1@ 12,300 1@ 7,180	...	...	...	2: 1@ 12,600 1@ 6,300	...	5: 1@ 12,300 1@ 9,600 1@ 6,760 1@ 6,000 1@ 5,100	...
OHIO	2: 1@ 13,728 1@ 13,104	1@ 14,976	...	...	15: 2@ 16,328 1@ 15,600 2@ 14,976 2@ 14,352 2@ 13,728 4@ 13,104 2@ 12,002	...	9: 1@ 16,328 1@ 13,728 1@ 13,104 2@ 11,045 2@ 10,546 2@ 9,360	...
OKLAHOMA	4: 1@ 11,400 3@ 10,260	...	1@ 11,400	...	6: 2@ 11,400 4@ 10,260	2@ 10,260	11: 1@ 12,660 1@ 10,800 4@ 10,260 4@ 8,700 1@ 8,220	...
OREGON	2: 1@ 18,156 1@ 14,232	...	...	...	3: 1@ 15,684 1@ 14,232 1@ 12,900	1@ 14,232	4: 1@ 14,232 2@ 12,900 1@ 10,608	2@ 8,316
PENNSYLVANIA	2: 1@ 14,657 1@ 11,501	4: 3@ 17,839 1@ 15,389	13: 1@ 14,657 2@ 10,954 1@ 10,432 2@ 9,454 2@ 9,011 1@ 8,163 4@ 7,407	4: 1@ \$20,629 1@ 9,923 1@ 6,390 1@ 5,529	10: 1@ 15,387 2@ 14,657 1@ 13,979 3@ 13,301 2@ 12,675 1@ 12,075	3@ 10,954	1@ 8,163	...

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil trans- portation	Driver education and/or training	Excep- tional children	Handi- capped children	Disad- vantaged children	Social work	Psycho- logical services	Scholar- ship and examina- tion	High- school equiva- lency	Other
10	11	12	13	14	15	16	17	18	19
...
...	...	...	18: 1@ \$24,090 1@ 22,630 1@ 19,490 1@ 18,261 2@ 16,420 1@ 16,010 2@ 15,895 1@ 15,483 1@ 15,370 1@ 14,775 6@ 13,200	11: 1@ \$19,235 2@ 16,430 1@ 13,795 1@ 13,571 4@ 13,270 2@ 11,668	5: 1@ \$18,628 1@ 15,895 2@ 15,370 1@ 14,845	3: 1@ \$20,102 1@ 15,895 1@ 15,370	...	...	...
...
...	...	...	4: 1@ 14,400 1@ 12,000 1@ 10,800 1@ 5,000	4: 1@ 13,200 1@ 12,600 1@ 11,300 1@ 11,100	...	...	...	...	...
39: 1@ \$16,328 1@ 14,976 1@ 14,352 7@ 13,728 28@ 13,104 1@ 10,150	2: 1@ \$13,728 1@ 13,104	4: 1@ \$15,600 1@ 14,976 1@ 14,352 1@ 13,728	8: 1@ 16,328 3@ 14,976 4@ 13,728	8: 1@ 16,328 1@ 14,352 4@ 13,728 1@ 13,104 1@ 12,002	1@ 13,104	2: 1@ 16,328 1@ 13,728	...	1@ \$14,976	...
3: 1@ 11,400 2@ 10,260	5: 1@ 11,400 4@ 10,260	4: 1@ 11,400 1@ 10,800 2@ 10,260	1@ 10,260	1@ 10,260	...	...	...	...	...
3: 1@ 11,700 1@ 9,624 1@ 8,316	1@ 14,232	1@ 14,232	8: 1@ 15,684 1@ 14,940 5@ 14,232 1@ 13,548	7: 1@ 15,684 2@ 14,232 2@ 13,548 1@ 11,700 1@ 11,136	...	...	...	...	...
4: 1@ 12,675 1@ 9,923 1@ 9,454 1@ 9,011	6: 1@ 13,979 1@ 12,675 2@ 12,075 2@ 10,954	...	10: 2@ 16,170 1@ 15,387 3@ 14,657 1@ 13,979 1@ 13,301 1@ 11,501 1@ 8,163	2: 1@ 14,657 1@ 12,675	...	...	...	...	2@ \$ 9,454

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services				Guidance and testing	School health ^{b/}	School lunch program	School safety
	Teacher certifica- tion and profes- sional standards	Teacher educa ^{a/} tion	General personnel	Other				
1	2	3	4	5	6	7	8	9
RHODE ISLAND	1@ \$11,466	1@ \$10,530	...	...	2: 1@ \$12,610 1@ 10,530	3: 1@ \$11,909 1@ 11,857 1@ 11,362	1@ \$ 9,738	...
SOUTH CAROLINA .....	...	4: 1@ 16,330 2@ 13,690 1@ 7,612	...	...	3: 1@ 12,400 2@ 11,810	...	6: 1@ 13,115 1@ 11,340 1@ 11,130 1@ 10,965 1@ 9,945 1@ 9,025	...
SOUTH DAKOTA	1@ 11,100	...	...	...	1@ 11,200	...	6: 1@ 10,728 1@ 10,500 1@ 8,800 1@ 8,000 1@ 7,900 1@ 6,700	...
TENNESSEE	2: 1@ 13,740 1@ 11,760	...	...	1@ \$ 9,900	8: 1@ 14,280 1@ 13,200 3@ 11,760 1@ 10,800 2@ 10,320	...	10: 1@ 12,720 9@ 10,320	...
TEXAS	2: 1@ 14,148 1@ 8,628	5: 2@ 14,628 1@ 13,248 1@ 12,000 1@ 11,232	...	...	13: 1@ 14,148 1@ 12,408 1@ 12,000 5@ 11,232 5@ 10,872	2: 1@ 12,000 1@ 11,232	9: 1@ 13,692 1@ 11,616 4@ 11,232 1@ 10,512 2@ 10,176	...
UTAH	1@ 8,280	...	1@ \$ 8,484	...	2: 1@ 14,736 1@ 13,704	...	4: 1@ 15,096 1@ 11,028 1@ 9,564 1@ 8,700	...
VERMONT	2: 1@ 14,768 1@ 11,466	...	...	1@ 7,306	2: 1@ 9,620 1@ 9,022	1@ 11,362	5: 1@ 11,024 1@ 8,372 1@ 7,956 1@ 7,644 1@ 6,812	...
VIRGINIA ^{h/}	9: 3@ 15,000 1@ 13,728 5@ 8,400	...	...	...	6: 1@ 15,000 5@ 13,728	...	10: 1@ 15,000 9@ 13,728	...
WASHINGTON (no data)	...	...	...	...	...	...	...	...
WEST VIRGINIA	3: 1@ 13,380 1@ 12,780 1@ 10,980	...	...	...	3: 2@ 11,580 1@ 10,980	...	6: 1@ 13,980 3@ 12,780 1@ 12,180 1@ 10,980	...

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil trans- portation	Driver education and/or training	Excep- tional children	Handi- capped children	Disad- vantaged children	Social work	Psycho- logical services	Scholar- ship and examina- tion	High- school equiva- lency	Other
10	11	12	13	14	15	16	17	18	19
...	...	1@ \$10,530	3: 1@ \$11,908 1@ 11,518 1@ 11,024	3: 1@ \$13,185 2@ 9,152	...	...	...	...	...
106: 1@ \$15,845 1@ 13,690 1@ 11,810 2@ 11,513 9@ 10,965 1@ 10,700 51@ 9,249 40@ 7,249	1@ \$ 9,945	f/	8: 1@ 14,458 1@ 12,400 1@ 10,965 1@ 10,800 3@ 10,445 1@ 9,945	...	...	...	...	...	1@ \$12,223
...	...	...	2: 1@ 10,200 1@ 9,600	1@ 10,300	...	1@ \$10,200	...	...	...
6: 1@ 14,820 1@ 11,760 2@ 11,280 1@ 10,320 1@ 9,480	10: 1@ 12,720 2@ 10,800 3@ 10,320 2@ 9,480 1@ 9,060 1@ 8,640	3: 1@ 11,760 2@ 10,320	7: 1@ 15,360 2@ 11,760 4@ 10,800	17: 1@ 13,740 1@ 12,240 4@ 11,280 5@ 10,800 2@ 10,320 2@ 9,900 2@ 9,480	1@ \$10,800	1@ 13,200	...	...	...
5: 1@ 14,148 1@ 10,872 3@ 10,176	2: 1@ 12,816 1@ 10,872	...	7: 1@ 13,692 1@ 12,816 3@ 12,000 1@ 11,232 1@ 10,872	11: 1@ 13,692 1@ 12,816 1@ 12,000 2@ 11,232 5@ 10,872 1@ 8,916	3: 1@ 12,816 1@ 12,000 1@ 10,872	...	...	1@ \$ 8,628	...
1@ 13,368	1@ 12,432	...	3: 1@ 15,648 1@ 12,732 1@ 10,524	5: 1@ 12,912 1@ 12,132 1@ 10,524 1@ 9,600 1@ 9,564	...	...	...	1@ 11,856	...
...	1@ 9,620	...	...	3: 1@ 11,388 1@ 10,192 1@ 10,114	...	1@ 9,620	...	1@ 7,410	...
5: 1@ 15,000 4@ 13,728	2: 1@ 15,000 1@ 13,728	...	...	...	...	...	...	...	...
...
...	3: 1@ 13,980 2@ 11,580	...	2: 1@ 12,780 1@ 10,980	2: 1@ 13,980 1@ 12,180	...	...	...	...	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE,
AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certifica- tion and profes- sional standards	Teacher educa- tion ^a	General personnel	Others	Guidance and testing	School ^{b/} health	School lunch program	School safety
1	2	3	4	5	6	7	8	9
WISCONSIN	3: 1@ \$17,196 1@ 16,164 1@ 9,912	...	...	...	3: 1@ \$15,672 2@ 14,388	4: 1@ \$15,684 1@ 15,408 1@ 15,240 1@ 13,932	9: 1@ \$12,828 1@ 11,964 1@ 11,952 1@ 11,604 1@ 11,348 1@ 11,256 1@ 10,392 1@ 10,320 1@ 9,488	1@ \$13,956
WYOMING	1@ 12,552	...	1@ \$13,116	...	2: 1@ 12,120 1@ 10,836	5: 1@ 12,552 1@ 8,616 2@ 8,268 1@ 7,920	1@ 8,928	...
CANAL ZONE .....	...	...	...	...	...	...	...	...
PUERTO RICO	1@ 5,700	6: 1@ \$ 9,600 1@ 8,300 1@ 7,200 1@ 6,900 1@ 5,400 1@ 5,040	2: 1@ 8,400 1@ 6,900	...	7: 1@ 9,360 1@ 8,940 1@ 8,640 2@ 8,340 2@ 8,040	...	5: 1@ 11,400 2@ 8,400 1@ 7,500 1@ 5,700	...

^{a/} Preservice and inservice.^{b/} Includes school nursing services, hearing and sight conservation, and special programs for alcohol, narcotics, etc.^{c/} One-half time spent on guidance and testing.^{d/} Number of positions indicated is in excess of number shown here; insufficient data were given to make a proper distribution.

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil trans- portation	Driver education and/or training	Excep- tional children	Handi- capped children	Disad- vantaged children	Social work	Psycho- logical services	Scholar- ship and examina- tion	High- school equiva- lency	Other
10	11	12	13	14	15	16	17	18	19
3:	2:	...	29:	...	...	...	...	...	...
1@ \$17,160	1@ \$15,240		1@ \$28,356						
1@ 14,686	1@ 15,024		1@ 20,508						
1@ 14,556			1@ 18,732						
			1@ 17,011						
			1@ 16,836						
			1@ 16,640						
			1@ 16,440						
			1@ 15,924						
			1@ 15,516						
			1@ 15,432						
			1@ 15,276						
			1@ 15,096						
			1@ 14,988						
			1@ 14,892						
			2@ 13,932						
			1@ 13,176						
			2@ 12,840						
			1@ 12,780						
			1@ 12,768						
			1@ 12,516						
			1@ 12,348						
			1@ 11,952						
			1@ 11,772						
			1@ 11,760						
			2@ 11,724						
			1@ 11,004						
...	...	1@ \$13,548	1@ 12,552	...	...	1@ \$10,836	...	...	...
...	...	...	...	1@ \$22,450	...	...	...	...	...
1@ 8,760	...	2: 1@ 10,000 1@ 9,240	7: 1@ 11,400 2@ 8,940 3@ 8,340 1@ 8,040	...	5: 1@ \$11,400 1@ 8,640 1@ 8,340 1@ 6,540 1@ 5,940	...	1@ \$ 5,760	...	...

e/ Includes officers in state-operated schools for the deaf and blind.

f/ Included with handicapped.

g/ Averages shown are averages of rates only. Positions shown include functions of columns 11-15.

h/ Salaries shown are maximums.

Research Reports

- 1968-R3 Head Start Programs Operated by Public School Systems, 1966-67. 42 p. \$1.00. #435-13346.
- 1968-R6 Nursery School Education, 1966-67. 48 p. \$1.00. #435-13352.
- 1968-R11 Selected Statistics of Local School Systems, 1966-67. 119 p. \$2.25. #435-13362.
- 1968-R15 State Minimum Salary Laws for Teachers, 1968-69. 43 p. \$1.00. #435-13372.
- 1968-R17 Faculty Salary Schedules in Community-Junior Colleges, 1967-68. 50 p. \$1.00. #435-13376.
- 1969-R2 Faculty Salary Schedules in Colleges and Universities, 1967-68. 48 p. \$1.00. #435-13384.
- 1969-R6 Kindergarten Education in Public Schools, 1967-68. 56 p. \$1.25. #435-13394.
- 1969-R7 24th Biennial Salary Survey of Public-School Professional Personnel, 1969. 346 p. \$5.00. #435-13396.
- 1969-R8 Grievance Procedures for Teachers in Negotiation Agreements. 37 p. \$1.00. #435-22882.
- 1969-R9 Paid Leave Provisions for Teachers in Negotiation Agreements. 95 p. \$1.75. #435-22884.
- 1969-R10 The Pupil's Day in Court: Review of 1968. 65 p. \$1.25. #435-22886.
- 1969-R11 The Teacher's Day in Court: Review of 1968. 61 p. \$1.25. #435-22888.
- 1969-R12 High Spots in State School Legislation, January 1-August 31, 1969. 122 p. \$2.25. #435-22890.
- 1969-R13 Salary Schedules for Teachers, 1969-70. 122 p. \$2.25. #435-22892.
- 1969-R14 Teacher Supply and Demand in Public Schools, 1969. 77 p. \$1.50. #435-22894.
- 1969-R15 Estimates of School Statistics, 1969-70. 38 p. \$1.00. #435-22896.
- 1970-R1 Rankings of the States, 1970. 74 p. \$1.50. #435-25430.
- 1970-R2 Maximum Salaries Scheduled for School Administrators, 1969-70. 98 p. \$2.00. #435-25432.
- 1970-R3 Economic Status of the Teaching Profession, 1969-70. 68 p. \$1.25. #435-25434.
- 1970-R4 Salary Schedule Supplements for Extra Duties, 1969-70. 66 p. \$1.25. #435-25436.
- 1970-R5 Salary Schedules for Principals, 1969-70. 82 p. \$1.50. #435-22928.
- 1970-R6 Salaries in Higher Education, 1969-70. 94 p. \$1.50. #435-22930.
- 1970-R7 Staff Salaries, State Departments of Education, 1969-70. 61 p. \$1.50. #435-22934.

Research Summaries

- 1966-S1 Inservice Education of Teachers. 19 p. 60¢. #434-22802.
- 1966-S2 Homework. 12 p. 30¢. #434-22804.
- 1967-S1 School Dropouts. 55 p. 75¢. #434-22808.
- 1968-S1 Class Size. 49 p. \$1.00. #434-22810.
- 1968-S2 The Rescheduled School Year. 38 p. \$1.00. #434-22812.
- 1968-S3 Ability Grouping. 52 p. \$1.00. #434-22814.
- 1970-S1 Marking and Reporting Pupil Progress. 55 p. \$1.25. #434-22854.

Research Memos

- 1968-16 Adult Education Statistics, 1968-69. December 1968. 18 p. 50¢. #431-22842.
- 1969-8 Index Salary Schedules for Teachers, 1968-69. March 1969. 15 p. 45¢. #431-22822.
- 1969-10 Professional Growth Requirements Specified in 1968-69 Salary Schedules. May 1969. 15 p. 45¢. #431-22832.
- 1969-11 Use of Teacher Aides, 1968-69. May 1969. 15 p. 45¢. #431-22830.
- 1969-12 Merit Provisions in Teachers' Salary Schedules, 1968-69. April 1969. 11 p. 35¢. #431-22826.
- 1969-13 Salary Schedule Provisions for Non-Clerical Support Personnel, 1968-69. July 1969. 21 p. 60¢. #431-22856.
- 1969-19 Salary Schedule Provisions for Full-Time Guidance Counselors, 1968-69. July 1969. 33 p. 75¢. #431-22868.
- 1969-20 Scheduled Salaries for School Office Personnel, 1968-69, Reporting Systems with Enrollments of 6,000 or More. July 1969. 17 p. 50¢. #431-22870.
- 1969-22 Leaves of Absence Provisions for Teachers, 1968-69. October 1969. 23 p. 65¢. #431-22874.
- 1969-25 Salaries Paid Secretarial and Clerical Personnel in Public Schools, 1966-67 Through 1968-69. October 1969. 11 p. 35¢. #431-22880.
- 1969-26 Minimum Annual Salaries for Teachers. December 1969. 3 p. 15¢. #431-22900.
- 1969-27 Teacher Strikes and Work Stoppages. December 1969. 11 p. 35¢. #431-22902.
- 1970-1 Average Salary of Instructional Staff in Public Schools, by State: 1939-40 to 1969-70. January 1970. 1 p. 10¢. #431-22906.
- 1970-3 Beginning Salaries for College Graduates, June 1970. January 1970. 7 p. 25¢. #431-22904.
- 1970-4 Placement of Newly Appointed Experienced Teachers on Salary Schedules, 1969-70. April 1970. 38 p. 80¢. #431-22910.
- 1970-6 Pupil-Staff Ratios, 1968-69. March 1970. 14 p. 40¢. #431-22908.
- 1970-7 Merit Provisions in Teachers' Salary Schedules, 1969-70. April 1970. 9 p. #431-22912.
- 1970-10 Salaries Paid Superintendents, 1962-63 to 1969-70. May 1970. 27 p. 70¢. #431-22914.
- 1970-11 Salary Schedule Provisions for Full-Time Guidance Counselors, 1969-70. May 1970. 25 p. 70¢. #431-22916.
- 1970-12 Salary Schedule Provisions for Substitute Teachers, 1969-70. May 1970. 12 p. 35¢. #431-22918.
- 1970-13 Adult Education Statistics, 1968-69. June 1970. 17 p. 50¢. #431-22920.
- 1970-14 Special Days and Weeks Schools Sometimes Observe. June 1970. 7 p. 25¢. #431-22922.
- 1970-15 Salary Schedule Provisions for School Nurses, 1969-70. July 1970. 6 p. 20¢. #431-22926.
- 1970-16 Scheduled Salaries for Department Heads, 1969-70. July 1970. 13 p. 40¢. #431-22858.
- 1970-17 Requirements for Horizontal Advancement on Teachers' Salary Schedules, 1969-70. August 1970. 18 p. 50¢. #431-22932.
- 1970-18 Index to NEA Research Division Publications Currently Available. August 1970. 26 p. 70¢. #431-22936.
- 1970-19 Teacher Strikes, Work Stoppages, and Interruptions of Service, 1969-70. 13 p. 40¢. #431-22938.